



The University of North Carolina at Chapel Hill

MEETING of the GENERAL FACULTY AND FACULTY COUNCIL

Friday, April 21 st, 2006 at 2:30 p.m.

The Hitchcock Multipurpose Room, Sonja Haynes Stone Center for Black Culture and History

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

AGENDA

Please note 2:30 starting time

Time	Item
2:30	Faculty Council Convenes
2:30	Remembrance of Deceased Faculty
2:35	Annual Report of Standing Committees <ul style="list-style-type: none">• Buildings and Grounds. David W. Owens, Chair• Research. Harvey Seim, Chair• Faculty Welfare, Alice Ammerman, Chair
2:45	Resolution 2006-5 Technical Amendments to Resolution 2006-4 Joseph S. Ferrell, Secretary of the Faculty
2:50	Faculty Chair Updates <ul style="list-style-type: none">• Faculty Assembly discussion of tuition computation by credit hour• Work of the Engagement Task Force• Report on Graduate Education Survey
3:00	Resolution 2006-6 On Fixed-Term Faculty <ul style="list-style-type: none">• Report of the Faculty Council Fixed Term Faculty Committee• Responses on Fixed Term
3:25	Nomination and Election of the Secretary of the Faculty ¹ Arne L. Kalleberg, Chair of the Advisory Committee
3:30	Resolution 2006-7 In Appreciation of Provost Robert Shelton
3:35	Chancellor's Remarks and Question Period
3:55	Presentation of the 2006 Thomas Jefferson Award
4:10	Faculty Chair Farewell Remarks Professor Judith Wegner
4:20	Incoming Faculty Chair Remarks
4:25	Closed Session: Nominations for Honorary Degrees to be Awarded at Commencement 2007
4:35	Reception in Honor of the President-Elect of the University of Arizona

Joseph S. Ferrell
Secretary of the Faculty

¹Section 3-2 of the Faculty Code of University Government provides as follows: "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."



The University of North Carolina at Chapel Hill

Resolution 2006-5. Technical Amendments to Resolution 2006-4

Resolution 2006-4 is revised to read as follows:

The regulation on Changes in Fall and Spring Semester Schedules (*2005-06 Undergraduate Bulletin*, pp. 301-302) and the regulation on Pass/D+/D/Fail Option (*2005-06 Undergraduate Bulletin*, p. 308), ~~are~~ amended by striking out the words "sixth week" wherever they appear and inserting in lieu thereof the words "eighth week".

For courses offered on a calendar different from the fall or spring semesters, the deadline for dropping a course occurs when approximately one half of the course (50 percent) is completed. The appropriate administrative unit should publish the drop deadline date for such courses and instructors should include it in their course syllabus.

This amendment is effective beginning with the Fall Semester, 2006.

Report of the Faculty Council Fixed Term Faculty Committee: April 16, 2006

Introduction

The Faculty Council established a Fixed Term Faculty Committee in April 2005 (Resolution 2005-9), calling for a committee to be drawn from its own membership, including two tenure-track and four fixed-term members. The Committee was charged to "address working conditions and the status of full-time and part-time fixed-term faculty members" and to "monitor implementation of policies and recommendations concerning fixed-term faculty; review school, college, and departmental policies governing such faculty members; and formulate and propose new policies and procedures for consideration by the Faculty Council." The Committee was charged to "report to the Council as appropriate to its agenda, but at least annually."

Faculty Chair Judith Wegner designated committee members for the Fixed Term Faculty Committee in spring 2005, including Professors Cheryl Howell and David Gerber (tenured faculty in the School of Government and Medicine, respectively), and Professors Barbara Jo Foley (Nursing), Robert Cantwell (American Studies), Suzanne Gullledge (Education), and Richard Weinberg (Medicine) (fixed-term faculty members). The Committee met four times: May 25, 2005; February 6, 2006, March 6, 2006, and April 10, 2006. The Committee reviewed prior action of the Faculty Council including resolutions adopted in 2003 and 2005 (attached), and met with Professor Paul Farel who had co-chaired the Chancellor's Committee on Faculty Appointment, Promotion, and Tenure from 2000-2003 (<http://www.unc.edu/faculty/facoun/reports/APTFinalReport.htm>) and participated in a General Administration Committee on Fixed Term Faculty, which issued a report on Non-Tenure Track Faculty in 2002 (http://www.norcarolina.edu/content.php/aa/reports/nt_faculty/BOG_NTT_Faculty_Report.pdf)

Resolution 2003-7 called for action on a number of fronts affecting fixed-term faculty, and was supplemented by Resolutions 2004-1C (senior lectures and professors of practice), 2005-2 (consultation regarding certain fixed-term appointments), and 2005-9 (establishing Fixed Term Faculty Committee). Resolution 2003-7 provided in relevant part:

1. The Faculty Council requests the Committee on University Government to prepare for consideration by the General Faculty an amendment to the Faculty Code of University Government establishing an elected standing committee on Non-Tenure Track Faculty.
2. The Faculty Council endorses the recommendation that each academic unit develop a plan that defines the respective roles and contributions of tenure-track and fixed-term faculty appointments in that unit.
3. The Faculty Council endorses the recommendation that all appointments to fixed-term faculty positions, whether full-time or part-time, contain provisions relevant to the possibility that funding to cover the full duration of the contract may not be available due to funding rescissions.
4. The Faculty Council endorses the recommendation that, to the maximum feasible extent, no person should be appointed to more than three consecutive one-year terms in a fixed-term rank before appointment to a longer term is made available.
5. The Faculty Council urges the Dean of the College of Arts and Sciences to rescind the administrative rule now in effect that links the term of fixed-term faculty appointments to the term of appointment of the department chair.
6. The Faculty Council requests the Committee on University Government to prepare for consideration by the General Faculty an amendment to the Faculty Code stating the expectation that all appointments and reappointments to fixed-term faculty positions, whether full-time or part-

time, will be made with the same consultations within the appointing unit as is the case for appointments to tenure-track positions.

7. The Faculty Council requests the Committee on University Government to prepare for consideration by the Council a proposed amendment to the tenure regulations creating the rank of senior lecturer.
8. The Faculty Council endorses the recommendation that each appointing unit that makes appointments to graduated ranks using the prefix qualifiers "research," "clinical," or "adjunct" develop descriptions of the criteria for initial appointment to and progression through those ranks."
9. The Faculty Council endorses the recommendation that promotions within fixed-term ranks that differentiate appointment by ranks analogous to those employed in tenure-track appointments follow the same time line for review as is prescribed for tenure-track appointments.
10. The Faculty Council endorses the recommendation that each academic unit include fixed-term faculty in appropriate school and departmental decision-making and advisory venues, except those relating to evaluation and promotion of tenure-track faculty.
11. The Faculty Council endorses the recommendation that deans and department heads make every effort to include fixed-term faculty in professional development activities.
12. The Faculty Council requests the Provost to examine the criteria for awards, particularly those related to service, to ensure that fixed-term faculty are eligible for consideration unless disqualified by the terms establishing the award.

The Fixed Term Committee contacted the Provost's Office and deans (many of whom have changed since 2003) to determine the extent to which these requests had been implemented. It also drew insight from its own members, discussing the conditions facing fixed-term faculty in their respective schools. In addition, the Committee consulted with other colleagues in fixed term appointments, reviewed the study on Faculty Retention submitted to Faculty Council in fall 2004.

Recommendations

The Fixed Term Committee offers this preliminary report to focus ongoing work by the Faculty Council, the Provost and others for the coming year. Sustained attention to the circumstances of fixed-term faculty is important, particularly given the growing incidence of fixed-term appointments within the academy at Carolina. The Committee therefore recommends the following steps and requests Faculty Council to adopt Resolution 2006-6 as a means of implementation these recommendations.

A. Requests to the Provost Following-Up on Earlier Resolution

1. Communicating Expectations to Deans and Chairs. Because faculty who serve as deans and chairs often rotate in and out of those positions, those entering such positions should be reminded of the expectations of colleagues regarding treatment of fixed-term faculty members. The Committee believes that the Provost's office is in the best position to remind new deans about these expectations and to ask them to incorporate information about relevant issues in their work with their department chairs.

2. Reviewing Status of Action on Prior Recommendations. The Faculty Council requested action on a number of key issues affecting fixed term faculty three years ago. The Committee believes that systematic review of the actions of schools and departments in implementing the recommended actions is needed. It requested preliminary information from all schools in April 2006, but due to the tight time frame,

only about a third were able to respond. It will be particularly important to ascertain practices in the largest units (notably the College of Arts & Sciences and the School of Medicine) and to do so at the departmental level.

3. Tracking Personnel Actions. Certain of the prior recommendations can best be addressed by development of a "tickler" system that cues administrative personnel about actions that need to be taken in processing personnel actions involving fixed-term faculty members. Often those preparing appointment letters or reappointment paperwork change are staff or changing personnel (such as associate deans or associate chairs) who may not be familiar with the Faculty Council recommendations if not reminded in a systematic way.

4. Assisting in Data Analysis. On the national front, universities and colleges are turning more frequently to fixed-term faculty to accomplish their institutional missions and to accommodate changing funding streams which may not provide permanent support for those in certain research and clinical fields. While fixed-term appointments may be warranted in certain instances, there is also a risk that fixed-term appointments could be employed in instances in which tenure-track appointments would be more appropriate or that traditionally disadvantaged populations could be relegated to the fixed-term track. In order to protect against these risks, the University needs to be aware of emerging patterns and consciously assess the circumstances in which fixed-term appointments are made, the implications for shared governance, and the means by which professional parity can be assured when fixed-term appointments are employed. The Committee concluded that it was not feasible to engage in such detailed analysis in spring 2006 because of the demands associated with SACS reaccreditation, but believes that it is important to assess such developments closely, with the aid of the Office of Institutional Research and Assessment and the Provost's Office.

B. Additional Steps

The Committee discussed several additional steps needed to assure that the goals of Resolution 2003-7 are achieved. At the suggestion of the Agenda Committee, Resolution 2006-6 flags these items as ones on which the Faculty Council requests additional work by the Fixed Term Faculty Committee and the Office of the Provost in anticipation of future action during the 2006-07 academic year.

1. Policy Statement. Committee members reported questions from some administrators about whether principles incorporated in Resolution 2003-7 could be implemented absent a formal policy statement issued by the Provost. Information to date from current deans indicates that implementation is uneven, and it is likely that the practices of departments and divisions are the same. The Committee accordingly recommends the adoption of a formal policy statement by the Provost to be shared with deans, chairs, and division heads on a recurring basis to assure that the changing personnel in these positions are aware of the University's expectations about treatment of fixed-term faculty.

2. Information Dissemination to Fixed Term Faculty. Committee members also discussed fixed-term colleagues' questions about a number of important topics, including the rights of fixed-term faculty members to receive notice prior to the end of their contracts, the application of academic freedom principles, applicable salary policies, and eligibility for various sorts of university-wide professional development opportunities. Some of these issues are addressed in University documents, but not always in ways that explicitly reference the rights of fixed-term faculty. It would thus be very helpful for information about such topics to be brought together for easy access by fixed-term faculty, either by inclusion on the Provost's website or other means.

3. Review of EPA Personnel Guidelines and Other Documents. Resolution 2003-7 called for implementation of various principles relating to fixed-term faculty, but principles are not effective in and of themselves. The Provost's Office has developed detailed "EPA Personnel Guidelines" (available at

<http://www.unc.edu/provost/policies.html>) which includes specific information on many aspects of faculty appointments and reviews. It would be advisable to review this and other key university-wide documents to assure that they address issues relevant to fixed-term faculty in accordance with recommendations included in Resolution 2003-7.

4. Best Practices. The Committee considered several sources of information that suggested the need for development and more wide-spread dissemination of "best practices" related to fixed-term faculty.

- Committee members have heard numerous questions and concerns about issues facing fixed-term faculty including: eligibility to serve on department committees or dissertation reviews, mentoring, access to professional development opportunities, eligibility for promotions, application of salary policies, and professional recognition and support (availability of business cards, inclusion in departmental website listings, eligibility for parking permits, response to salary compression problems, and more).
- Issues affecting fixed-term faculty also surfaced as part of the Faculty Retention Study submitted to Faculty Council in October 2004 (<http://www.unc.edu/faculty/faccoun/reports/R04Retention1.htm>). Fixed-term faculty reported greater concern with the fairness of salary-setting policies and lower levels of professional recognition compared to tenured and tenure-track colleagues.
- Preliminary reports from Deans suggest that at least some schools have not yet developed and implemented policies regarding circumstances in which fixed-term positions should be used; ranks, promotion sequences, and criteria for review of fixed-term faculty; and involvement in committees and academic governance; and eligibility for various types of professional development opportunities.

After reflecting on these matters, the Committee concluded that the best approach would be to identify, review, and disseminate "best practices" models within the University to encourage widespread adoption.

C. Continuing Role of Fixed-Term Faculty Committee

Before adopting Resolution 2005-9, the Faculty Council discussed alternative approaches to constituting a Fixed Term Faculty Committee, as well as how best to frame its charge and reporting responsibilities. The Committee believes that the current arrangements are working well and wishes to affirm the importance of maintaining a standing committee of Faculty Council to monitor and address related issues. The Committee also hopes that, to the extent possible, its membership be kept constant for the coming year so that its momentum can be maintained.

Respectfully submitted,

Robert Cantwell, Department of American Studies, College of Arts & Sciences
Barbara Jo Foley, School of Nursing
David Gerber, School of Medicine
Suzanne Gullede, School of Education
Cheryl Howell, School of Government
Judith Wegner, School of Law (ex officio as Faculty Chair)
Richard Weinberg, School of Medicine

Resolution 2006-6 On Fixed-Term Faculty Members

Whereas fixed-term faculty contribute in significant and diverse ways to the accomplishment of the University's mission and

Whereas fixed-term faculty deserve to be treated equitably, integrated into the life of the university as fully as possible, and accorded the full measure of collegial respect; and

Whereas the Faculty Council adopted Resolution 2003-7 requesting specific action to address the circumstances of fixed-term faculty; and

Whereas the Faculty Council adopted Resolution 2005-9 to create a Fixed-Term Faculty Committee composed of its own members, and

Whereas that committee has met and studied related matters during the 2005-06 academic year; and

Whereas the Fixed-Term Faculty Committee has concluded that further action is needed to pursue issues affecting fixed-term faculty members and the University as a whole

NOW THEREFORE BE IT RESOLVED:

1. The Faculty Council requests the Provost to
 - a. Remind deans and department chairs of the terms of Faculty Council Resolution 2003-7 relating to fixed-term faculty;
 - b. Review the extent to which recommendations embodied in Resolution 2003-7 have been implemented in departments and schools throughout the campus, and report related information to the Fixed Term Faculty Committee and the Faculty Council as a whole;
 - c. Develop a "tickler" system to track more closely relevant aspects of fixed-term faculty personnel actions including the inclusion of language relating to funding contingencies in fixed-term appointment letters and use of longer-term contracts after no more than three one-year contracts if feasible, as requested under Resolution 2003-7; and
 - d. Assist the Fixed-Term Faculty Committee and the Faculty Council to track patterns of appointment, retention, and conditions of employment for fixed-term faculty.
2. The Faculty Council requests the Provost and the Fixed Term Faculty Committee to continue work on the following important matters and invites a further report during Fall Semester 2006:
 - a. Development of a policy statement summarizing institutional expectations regarding the treatment of fixed-term faculty as colleagues and partners in the life of the institution;
 - b. Dissemination of relevant information to fixed-term faculty members regarding rights and professional opportunities, including information on the right to request notice regarding anticipated action at the end of a term appointment as provided in Section 2.b.5 of the Trustees' Policies and Regulations on Academic Tenure, and eligibility for professional support and awards;
 - c. Review of the Provost's EPA Personnel Guidelines and other documents to assure that they include pertinent information regarding policies and practices applicable to fixed-term faculty including those pertaining to appointments and personnel reviews;
 - d. Development and dissemination of information on "best practices" relating to use of fixed-term appointments, support and integration of fixed-term faculty into the life of their departments, schools, and the University as a whole.
3. The Faculty Council determines that the Fixed Term Faculty Committee shall continue to operate as a standing committee of the Faculty Council, and requests that it report at least annually regarding issues affected fixed-term faculty as anticipated in Resolution 2005-9.

Responses from Deans re Fixed-Term Faculty Members: April 2006

Request for Information Sent to All Deans on April 9, 2006 with request for responses if possible by April 14, 2006

Dear Colleagues: I'm writing on behalf of the Faculty Council's Fixed Term Committee to alert you about our upcoming report to Faculty Council on Friday April 21. We are charged with recommending necessary steps to follow up on prior resolutions (see attached compilation).

As you can see from the attached document, the prior resolutions called for

1. Inclusion of language regarding funding contingencies (if relevant) in fixed-term faculty appointment letters
2. Appointment to no more than three one-year fixed-term contracts before moving to a longer fixed-term appointment where feasible
3. Rescission of the administrative rule previously in effect in the College of Arts & Sciences that had linked the term of fixed-term appointment to the duration of service by the department chair who made the initial appointment to a fixed-term post.
4. Faculty consultation in certain types of fixed-term appointments.
5. Consideration of appointments and promotions to the rank of senior lecturer now that that rank has been established under university policies.
6. Development of descriptions of evaluation and criteria for appointment and promotion within fixed-term ranks that differentiate appointment by ranks analogous to those employed in tenure-track appointments.
7. Promotions within fixed-term ranks that differentiate appointment by ranks analogous to those employed in tenure-track appointments follow the same time line for review as is prescribed for tenure-track appointments.
8. Inclusion of fixed-term faculty in school and departmental decision-making and advisory venues, except those relating to evaluation and promotion of tenure-track faculty.
9. Best efforts to include fixed-term faculty in professional development activities.
10. Inclusion of fixed-term faculty members as eligible for awards, particularly those related to service, unless disqualified by the terms establishing the award.

Many of our deans and department chairs have come into office since the time the major underlying resolution of Faculty Council (adopted in spring 2003) was enacted. As a result, the committee is not sure whether those of you now serving in these important positions are aware of the resolution and its significance to faculty throughout the campus.

Before finalizing the committee's report and presenting it to the April 21 Faculty Council meeting, I therefore wanted to bring these issues to your attention, and invite you to provide us with updated information regarding how fully your unit has integrated these policy requests into your operation.

We realize that this is an extremely busy time of the year and understand if you are not able to provide us with complete information. At the same time, we wanted to be able to acknowledge those units that have in fact acted in ways that further the 2003 Faculty Council resolution and would like to give credit where it's due. I've done my best to review available SACS documentation on some of these matters, but know that even that information may be a year out-of-date at this point. Accordingly, if you or one of your colleagues is able to provide us with updated information we'd like to incorporate such information in our report. If you are not able to respond at this time, the committee's report will be framed as "preliminary" and you'll be asked again in the fall to provide information for inclusion in a finalized report at that time.

I'd be especially grateful for information from those who have addressed items 2, 6, 7, 8, 9, and 10, since we are endeavoring to frame the report as one that highlights "best practices" and offers examples of how some of the schools and units have made headway on these fronts. Your good work should prove helpful to your colleagues, but there does not appear to be a systematic way in which such information is made readily available for the good of all.

Again, let me emphasize how much the committee and Faculty Council colleagues appreciate your hard work on behalf of us all. We appreciate your willingness to provide us with whatever information on these points you may have available at this point. If you have questions, you can reach me at 962-1671. If possible, I'd greatly appreciate receiving any available information regarding your unit's practices by the end of this week (4/14).

Cordially,

Judith Wegner, Faculty Chair

Responses from Deans re Fixed-Term Faculty Members: April 2006

SILS: Response from Dean Jose-Marie Griffiths

Dear Judith - thank you for your e-mail on the committee's recommendations and the upcoming Council meeting. I would like to report on SILS' current practices as they relate to the recommendations.

First, let me contextualize the number and types of fixed term faculty we have. We have three full-time fixed term faculty and approximately 32 adjunct fixed-term faculty.

1. Inclusion of language regarding funding contingencies (if relevant) in fixed-term faculty appointment letters. The three full-time appointees were all appointed some years ago. Adjunct faculty receive letters for each semester in which they teach (even though they may be appointed for longer terms).

2. Appointment to no more than three one-year fixed-term contracts before moving to a longer fixed-term appointment where feasible. Adjunct faculty who've taught successfully (based on student evaluations) for more than one semester are appointed to terms ranging from 2-5 years depending on our need for their expertise.

3. Rescission of the administrative rule previously in effect in the College of Arts & Sciences that had linked the term of fixed-term appointment to the duration of service by the department chair who made the initial appointment to a fixed-term post. Not applicable

4. Faculty consultation in certain types of fixed-term appointments. For full-time fixed term faculty, there is involvement of faculty in search committees and in the search process. For adjunct faculty, faculty are involved in identifying and suggesting adjunct faculty, in peer observation and in reviews of adjuncts being considered for longer term appointments.

5. Consideration of appointments and promotions to the rank of senior lecturer now that that rank has been established under university policies. While I'm pleased to see that this category has been established, SILS has not made such an appointment or promotion yet.

6. Development of descriptions of evaluation and criteria for appointment and promotion within fixed-term ranks that differentiate appointment by ranks analogous to those employed in tenure-track appointments. To date, we have not differentiated our fixed term faculty by ranks. All faculty involved in teaching are subject to our peer review of teaching process - although not every adjunct faculty member, every time they teach. Furthermore, adjunct faculty who have developed a successful track record and who are under consideration for additional teaching-related activities (advising, master's papers committees, and other SILS committees, for example) undergo a more comprehensive review, akin to those of our untenured assistant professors. To do more would place too great a burden on a small faculty (20 people). As an example - this academic year we have conducted extensive reviews for six (out of 20) full-time tenure track faculty, as well as the ongoing quota of peer observations of adjuncts.

The three full-time, fixed term faculty are reviewed by me with input gathered from faculty and other colleagues within SILS and beyond, depending on their roles.

7. Promotions within fixed-term ranks that differentiate appointment by ranks analogous to those employed in tenure-track appointments follow the same time line for review as is prescribed for tenure-track appointments

SILS has not differentiated ranks for the fixed-term faculty yet.

8. Inclusion of fixed-term faculty in school and departmental decision-making and advisory venues, except those relating to evaluation and promotion of tenure-track faculty. Full-time fixed term faculty and one long-term adjunct are routinely involved in decision-making for SILS (except for tenure-track faculty evaluation and promotion).

9. Best efforts to include fixed-term faculty in professional development activities. Full-time fixed-term faculty

Responses from Deans re Fixed-Term Faculty Members: April 2006

and one long-term adjunct have encouraged to engage in professional development activities and have been fully supported in doing so. These activities are related to SILS' strategic needs as well as to individual growth.

10. Inclusion of fixed-term faculty members as eligible for awards, particularly those related to service, unless disqualified by the terms establishing the award. All fixed-term faculty are eligible for teaching and service awards, unless specifically disqualified from doing so. The tenure-track faculty, in particular, have stressed their eligibility.

On a final note - we are hosting an appreciation reception (May 3rd - look for tent outside SILS) for all the people who have assisted our students - this includes adjunct faculty, hosts for internships and field experiences, guest lecturers, external members of dissertation and master's papers committees, etc. We anticipate this as an annual event.

I hope this information is helpful - and I hope that you will take very seriously our concern over the potential for full-scale reviews for all adjuncts. We simply do not have the "people cycles" to do this.

Thanks for your consideration,

José-Marie Griffiths
Professor & Dean

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School of Government: Response from Tom Thornburg, Associate Dean:

Here's an update on the state of things at the School of Government.

1. Always
2. We do a mix of one-year and multiple-year appointments. We have not consciously adopted the rule described here.
- 5, 6, and 7. All of our fixed term faculty are lecturers, so we don't have the kinds of ranks this seems to imply (I assume assistant, associate, etc). We have discussed promotion to senior lecturer, but not moved concretely in that direction.
8. Fixed term faculty can be, and are, appointed to any committee within the School. Our faculty meetings include all fixed-term and tenure-track faculty, and we invite EPA non-faculty.
9. Fixed term faculty are included and invited to all faculty orientation events and professional development events. We support fixed term faculty in professional development outside the School as well.
10. Fixed term faculty are eligible for awards. Fixed term faculty have received awards for teaching.

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Kenan-Flagler School of Business. Responses from Doug Shackelford, Associate Dean:

1. Inclusion of language regarding funding contingencies (if relevant) in fixed-term faculty appointment letters

DS: Not relevant for the School and thus we haven't included any such language.

2. Appointment to no more than three one-year fixed-term contracts before moving to a longer fixed-term appointment where feasible

DS: To my knowledge, we haven't followed this rule. However, anyone on a one-year fixed-term contract for three years likely would have demonstrated his value to the School; else his contract would not have been renewed. Thus, we likely would offer a longer fixed-term appointment to retain the person.

3. Rescission of the administrative rule previously in effect in the College of Arts & Sciences that had linked the term of fixed-term appointment to the duration of service by the department chair who made the initial appointment to a fixed-term post.

DS: To my knowledge, we have never observed this rule.

4. Faculty consultation in certain types of fixed-term appointments.

DS: We don't have formal consultation (e.g., as in tenure and promotion decisions). However, area chairs and other leaders in the area typically identify fixed-term appointees. So, there is lots of informal consultation.

5. Consideration of appointments and promotions to the rank of senior lecturer now that that rank has been established under university policies.

DS: We have not. To date, our appointments have been solely at the "Adjunct" or "Executive-in-Residence" level.

6. Development of descriptions of evaluation and criteria for appointment and promotion within fixed-term ranks that differentiate appointment by ranks analogous to those employed in tenure-track appointments.

DS: We do not have written descriptions. However, the Dean "promotes" adjuncts from "Adjunct Assistant Professor" to "Adjunct Associate" and then "Adjunct Professor" as they show progress and demonstrate important contributions to the School.

7. Promotions within fixed-term ranks that differentiate appointment by ranks analogous to those employed in tenure-track appointments follow the same time line for review as is prescribed for tenure-track appointments.

DS: They are roughly the same.

8. Inclusion of fixed-term faculty in school and departmental decision-making and advisory venues, except those relating to evaluation and promotion of tenure-track faculty.

Responses from Deans re Fixed-Term Faculty Members: April 2006

DS: Our adjuncts teach but do not research. Thus, they have little, if any, input into area activities, which are principally focused on building up our research productivity and developing critical masses of expertise. Because they teach (and typically are very good instructors), they have some input and involvement in decisions affecting programs. However, principal decision-making remains with the tenured faculty.

9. Best efforts to include fixed-term faculty in professional development activities.

DS: Yes, fixed-term faculty are permitted and encouraged to participate in professional development, particularly around their area of expertise, i.e., teaching.

10. Inclusion of fixed-term faculty members as eligible for awards, particularly those related to service, unless disqualified by the terms establishing the award.

DS: Yes.

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Nursing: Response from Dean Linda Cronenwett

1. Inclusion of language regarding funding contingencies (if relevant) in fixed-term faculty appointment letters *Yes, if relevant*
2. Appointment to no more than three one-year fixed-term contracts before moving to a longer fixed-term appointment where feasible *Yes, in practice*
3. Rescission of the administrative rule previously in effect in the College of Arts & Sciences that had linked the term of fixed-term appointment to the duration of service by the department chair who made the initial appointment to a fixed-term post. *Never an issue in SON*
4. Faculty consultation in certain types of fixed-term appointments. *Sorry - can't figure out what this one means*
5. Consideration of appointments and promotions to the rank of senior lecturer now that that rank has been established under university policies. *We do not use lecturer appointments - have full clinical and research tracks from instructor through professor*
6. Development of descriptions of evaluation and criteria for appointment and promotion within fixed-term ranks that differentiate appointment by ranks analogous to those employed in tenure-track appointments. *Yes, in place*
7. Promotions within fixed-term ranks that differentiate appointment by ranks analogous to those employed in tenure-track appointments follow the same time line for review as is prescribed for tenure-track appointments. *The person is reviewed for reappointment at the end of their one-, three- or five-year appointment (so not an exact match).*
8. Inclusion of fixed-term faculty in school and departmental decision-making and advisory venues, except those relating to evaluation and promotion of tenure-track faculty. *Already in place*
9. Best efforts to include fixed-term faculty in professional development activities. *Make huge efforts here*
10. Inclusion of fixed-term faculty members as eligible for awards, particularly those related to service, unless disqualified by the terms establishing the award. *Included*

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(and policies attached)
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Journalism: Response from Acting Dean Tom Bowers

Thanks for the alert message about the report on the status of fixed-term faculty.

You may be aware that our school has had a dual tenure-track system for many years. Our "theory" tenure track is traditional and is for persons with a Ph.D. They have the usual expectations for research, scholarly publication and Ph.D. advising. Our "practice" track (about one-third of the faculty) is for persons without a Ph.D. but with significant professional experience. They are expected to engage in creative activity in lieu of traditional scholarship and have a heavier teaching load. It is absolutely essential for the school to have both kinds of faculty members. **(policy is included at the end of this report)**

That system has served us well, but there might be some interest among the faculty to appoint lecturers, who would otherwise have been in the practice track but who would presumably not have the same expectation for creative activity. In other words, all they would do is teach. I am not sure anyone would want to do that, and I am not sure we really want people who want only to teach. Practice-track faculty members have always been fully integrated into the life and business of the school, and some serve very important positions. I am concerned that the lecturer rank might diminish that to some degree, but that would presumably depend upon the dean and faculty.

In other words, I cannot predict how the idea will be received here.

--
Tom Bowers

James L. Knight Professor and Interim Dean School of Journalism and Mass Communication University of North Carolina at Chapel Hill Chapel Hill, NC 27599-3365

Voice: 919.962.1204

Fax: 919.962.0620

Prevent semicolon abuse!

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No responses to date from:

Arts & Sciences

Education

Law

Social Work

Dentistry

Medicine

Pharmacy

Public Health

Attachments:

Journalism Practice Track Policy

Nursing APT Policies

Faculty Welfare Committee

Annual Report, 2005-2006

21 April 2006

Committee Members: Alice Ammerman (Public Health), Chair (2005); Kaja Finkler (Anthropology) (2007); Sharon James (Classics) (2006); Laura Linnan (Public Health) (2006); Douglas MacLean (Philosophy) (2007); Diana McDuffee (Health Affairs Library) (2007); Tim McMillan (African and African-American Studies) (2006); Stephen May (Communication Studies) (2006); Jill Moore (Government) (2006); Fred Mueller (Exercise and Sports Science) (2007); Sam Weir (Family Medicine) (2006). Peter Reinhardt (Environment, Health and Safety) (ex officio)

Charge and Composition: The Faculty Welfare Committee is appointed by the chair of the faculty. The committee monitors and works toward the improvement of faculty working conditions, including salaries and benefits.

Annual Report.

The committee was reconstituted last year at the request of the Chair of the Faculty to allow considered focus on issues relating to health benefits and wellness.

The committee also raised a variety of other concerns including salary inequities, parking, child care, the impact of resource scarcity, and general work overload. The committee agreed to continue its work in subcommittees with the following focus:

- (1) State Health Plan and UNC System Pilot: providing feedback on proposed plan as it evolves and input is needed; as appropriate, strategizing regarding approaches for communicating with UNC-CH faculty and staff and legislators; if approved, work on further communication strategies to assist faculty and staff to understand their options and benefits.
- (2) Health Campus/Wellness/On-Site Health Care Services: cataloguing and reviewing existing and prior programs on campus; determining major needs and gaps; coordinating with Employee Forum; working with administration and State Health Plan as appropriate; considering approaches to evaluation.
- (3) Other Issues: child care; parking; coping with resource scarcity; salary inequity; work overload.

Several members of the Faculty Welfare Committee remain involved with ongoing discussions and work of the UNC Improved Health Care Steering Committee whose initial charge was to propose a UNC System State Health Plan Pilot to test an alternative approach to health care and wellness benefits. As this pilot proposal was not passed by the legislature, the committee continues to consider health benefit issues relevant to the 16 campuses and make recommendations to the State Health Plan as to how the needs of UNC System faculty and staff can be better served.

Members of the Faculty Welfare Health Campus/Wellness/On-Site Health Care Services Committee have recently secured funding from the Provost's Office for the following proposal. The proposal sponsors are meeting to develop a plan for constituting the Steering Committee and hiring the staff position:

Worksite Wellness Assessment and Planning Coordinator for UNC-Chapel Hill

Rationale:

Healthcare costs are skyrocketing and represent a significant financial burden on employers. In addition to the high cost of chronic illnesses, evidence suggests that workers in poor health may be less productive and experience a lower quality of life. The most recent national worksite health promotion survey revealed that more than 80% of all employers with at least 50 employees offered worksite wellness programs (ODPHP, 1999). Many private and public employers have instituted comprehensive worksite wellness programs to reverse these trends and have demonstrated a favorable return on investment.

UNC-Chapel Hill has no coordinated worksite wellness initiative, yet this was a priority identified by The Chancellor's Task Force for a Better Workplace. While a number of programs and potential services exist, they currently reach very few people (and likely the most healthy) and are not comprehensive in terms of the variety of health promotion/disease prevention needs. Given the five Health Affairs schools and extensive expertise in the Department of Exercise and Sport Science as well as active research in the area of health promotion, including research specific to worksite health promotion, UNC-Chapel Hill is extremely well positioned to develop, implement and evaluate a model worksite wellness program. In addition to these internal resources and expertise, the State Health Plan (in collaboration with the Department of Public Health) is developing training and limited resource materials to initiate Worksite Wellness Committees across the UNC system and in other worksites employing state employees. The time is right to take advantage of these opportunities, as well as the expertise of our faculty and staff, to work in an interdisciplinary manner to develop a comprehensive worksite health promotion program that will benefit all employees.

The science of health promotion and disease prevention is moving in a more "upstream" direction, addressing organizational as well as individual behavior change. This focus on organizational, environmental, and policy change rather than strictly individual level knowledge, attitude, and behavior change programs, creates a work environment that is supportive of health and safety. There is evidence that upstream interventions make it easier for individuals to make informed and intelligent lifestyle decisions when they are provided access to healthier food and physical activity options; and are working in a safe environment.

Proposal:

We propose that the Executive Vice Chancellor and Provost appoint a University Steering Committee for Worker Health, Safety and Wellness, as well as provide funding for a full time temporary research associate who will work with the committee to conduct a thorough assessment of the health and wellness needs of UNC-Chapel Hill employees, the resources available to support employee wellness, and other university or employer models that should be considered. In addition, the research associate will coordinate efforts between UNC faculty and staff and the State Health Plan's recently launched Worksite Wellness Committee efforts.

Guided by the committee, this individual will produce a report recommending the best course of action for the university to address health, safety and wellness needs of its employees, and consider developing

a model comprehensive worksite wellness program as defined by Healthy People 2010 objectives*. Enhancing the health and safety of UNC-Chapel Hill's employees is likely to enhance productivity, address rising health care costs and improve the quality of work life of the entire UNC-Chapel Hill workforce. It is expected the proposed approach would leverage the intellectual capital from the five Health Affairs schools and the College of Arts and Science as well as build on existing evidence-based wellness efforts. The assessment and strategic planning process are expected to require approximately twelve months.

We propose that this research associate be located within the Center for Health Promotion and Disease Prevention under supervision of the Director, Dr. Alice Ammerman, however, it is imperative that this individual interface effectively with all academic and administrative units and resources within the University that could play a role in UNC-Chapel Hill worksite wellness. The assessment and reporting process will be conducted with no preconceived notion of where a formal wellness office or unit might ultimately be based within campus.

*"comprehensive" as defined by the 2010 Health Objectives includes 5 key elements: 1) Health education, which focuses on skill development and lifestyle behavior change along with information dissemination and awareness building, preferably tailored to employees' interests and needs; 2) Supportive social and physical environments, including an organization's expectations regarding healthy behaviors, and implementation of policies that promote health and reduce risk of disease; 3) Integration of the worksite program into your organization's structure; 4) Linkage to related programs like employee assistance programs (EAPs) and programs to help employees balance work and family; and 5) Worksite screening programs, ideally linked to medical care to ensure follow-up and appropriate treatment as necessary

Proposal sponsors:

Alice Ammerman: Director, Center for Health Promotion and Disease Prevention

Laurie Charest, Associate Vice Chancellor for Human Resources

Kevin Guskiewicz, Chair, Exercise and Sports Science

Pete Reinhardt, Director of Employee Health and Safety

Respectfully submitted,

Alice Ammerman, Chair

Buildings and Grounds Committee

(Appointed by the Chancellor)

Annual Report--2005

Members:

Class of 2008: Thomas B. Clegg; Margaret Miller; David Owens (chair).

Class of 2007: Jim Hirschfeld; Melinda Meade; Thomas Campanella.

Class of 2006: Joseph Jordan; Linwood Futrelle; Fred Mueller; Rachel Willis.

Student Members: Bynum Walter, Brendan Kereiakes, John Francis

Members leaving committee during past year: Julia Holliday, Jonathan Harmon.

Meetings during past year (2005): 1/6, 2/3, 3/3, 4/7, 5/5, 6/2, 6/30, 9/1, 10/27, 12/1.

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

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

Previous Faculty Council questions or charges: None.

Report of Activities:

Site recommendations (9): Swing Space on Finley Golf Course Road; Service station addition, Airport Drive; Bell Tower area development; Storage Facility at Cogeneration Plant; Carolina North satellite housing; Carolina North Incubator Building; First School, Sewell Rd; Class of 2005 Memorial Garden; Thomas Wolfe Memorial relocation.

Architectural firm recommendations (6): Davis Library improvements; Old East/Old West exterior renovation; Hinton James renovation; Dental Sciences renovation; Research Resource Facility plan; Grounds Service Station addition.

Exterior design recommendations (16): Educational Foundation building, Bowles Dr.; Cancer Hospital; Physicians' Office Building, Manning Dr.; Chilled Water Plant, Airport Dr.; Honey Building stairs; Craig-Ehringhaus-Hinton James railings; Rosenau Hall accessibility ramp; New East and New West color and landscape design; Grounds Service Station addition; Science Complex Phase II; Sitterson addition; Storage Facility at Cogeneration Plant; Gerrard restoration; Arts Common Phase I; Gerrard-Smith Building color scheme; Family House, Mason Farm Rd.; Educational Foundation addition, Bowles Dr.

Signage recommendations (8): Vehicular signage design; Facilities Services signage; Campus Stormwater signage; Student Family Housing signage, Baity Hill; Thermal Storage facility signage; Ackland banners; Hooker and Ehringhaus Field scoreboards; Institute of Marine Sciences signage, Morehead City.

Landscape and ground recommendations (5): Landscape Heritage Task Force Report and Plan; Lineberger Center garden; Lenoir Hall Planters; South Building-Y Court-Gerrard-Smith Hall area landscape plan; Planting protection during construction;

Campus art recommendations (1): Memorial to Fallen Alumni.

Plan and policy recommendations (8): Arts Common Phase I Plan Update; Stormwater Management Plan; Science Complex Phase II Site Plan; Campus Master Plan update; Bell Tower Development Plan; Carolina North needs and economic impact; McCorkle Place lighting plan; ADA and disability access.

Other: David Owens serves on the Facilities Planning Committee and the Carolina North Steering Committee.

Recommendations for actions by Faculty Council: None.

Annual Report of the Faculty Committee on Research

Research Committee 2005-06

Kenneth Bollen (Sociology – on leave Spring '06)

Sandra Funk (Nursing)

James Hosking (Biostatistics)

Laura Janda (Slavic Languages and Literatures)

Suzanne Kirby (Medicine)

Harvey Seim (Marine Sciences and chair)

John B. Stephens (School of Government)

Stephen Walsh (Geography)

Tony Waldrop (Vice Chancellor for Research and Economic Development), Ex-Officio

The Committee met once in the Fall 2005 semester and twice in the Spring 2006 semester prior to reporting to the Faculty Council. This year, the committee has focused on implementing actions recommended last year to foster collaborative interdisciplinary research on campus, and has discussed ways to provide campus-wide guidelines for gap funding/bridge support to research teams on campus.

Collaborative Interdisciplinary Research at UNC-CH

The committee has drafted a formal recommendation that CIR be recognized as an integral part of research in many fields of study by enabling a reporting mechanism in faculty annual reports. This information on the extent of CIR at UNC-CH can then be harvested from the reports. We encourage the Provost, Deans, Center Directors and Department Chairs and Heads to highlight CIR on campus through this reporting mechanism, to let the public know of the important work being done on campus, and to encourage more CIR among the faculty of the University. The reporting mechanism is considered a simple first step in supporting and expanding CIR at UNC-CH.

We note that the through the efforts of the VC for Research and Economic development, the university is close to having a policy on interdepartmental sharing of F&A (indirect costs), which was one of the issues identified by the Research Committee last year as an impediment to greater CIR on campus. The committee will continue to explore actions that implement findings on CIR from previous work.

Gap funding/bridge support for research teams at UNC-CH

A new effort for the committee this year has been to begin exploring gap funding/bridge support for research teams on campus that face a temporary funding shortfall. The need for this type of program has been precipitated by increasing uncertainty in funding for academic research. Rather than leaving the implementation of such a program to ad-hoc development, it has been suggested that development of guidelines for the University as a whole to address internal short-term funding of research teams is timely.

The central idea behind gap funding is for UNC-CH to maintain vital research teams for limited time periods with internal funding to enable the teams to seek other sources of support.

The biggest challenge in conceiving of the guidelines is that the scale of need varies greatly across campus. The preliminary view of the committee is that a standing review committee is the most flexible way to address requests.

Discussion has focused on the scope of activities that should be eligible for gap funding. It is felt that funding should be restricted to support of staff, rather than teaching faculty of the university. However, recognizing that large research teams require a range of skills for support, it is felt that staff should be defined in the broadest sense to include research faculty who staff grants, grant-supported EPA and SPA staff, as well as students and post-docs.

The source of funding for bridge support is anticipated to be a critical issue. A number of possible sources were suggested. One novel idea was a small increase to benefits; however the VC for Research related that increasing benefits is probably not a possibility. The most likely avenue of funding is use of indirect costs (a.k.a. F&A), but ever increasing pressure to use these funds for routine operating expenses within the University complicates matters. Other possibilities raised were patents/trademark, royalties, or endowments.

An informal survey of other universities (through communications with Research officers at peer institutions) indicates a wide range of implementations and funding mechanisms are used throughout the country. Very few universities have campus-wide policies; those campuses with gap funding often leave the matter to the discretion of the department chair or college dean. In some cases endowments exist to provide financial support but these arrangements are rare.

The committee will continue to develop ideas on the topic of gap funding in the coming months. Issues of discussion include the appropriate structuring on campus, centralized or distributed? About whether the purpose of the funding is to maintain projects or retain personnel? The committee feels there is a need for a clear statement of what 'gap' means, specific to timeframe and personnel, as part of the guidelines.



The University of North Carolina at Chapel Hill

IN MEMORIAM 2006

Barbara Henry Cleaveland

Assistant Professor of Social Work Emerita; M.S.W., 1961 (The University of North Carolina at Chapel Hill); A.B., 1940 (Duke University); Appointed 1963, died August 5, 2005.

Frederic Neill Cleaveland

Professor of Political Science Emeritus and Research Professor in the Institute for Research in Social Science Emeritus; Ph.D., 1951 (Princeton University); M.A., 1950 (Princeton University); M.A., 1942 (Duke University); B.A., 1937 (Duke University); Appointed 1951, died December 21, 2005.

James C. Cowan

Adjunct Professor of English Emeritus; Ph.D., 1964 (University of Oklahoma); M.A., 1956 (Oklahoma State University); A.B., 1950 (Mercer University); Appointed 1989, died November 30, 2005.

Ethel McKee Earl

Clinical Associate Professor of Dental Ecology Emerita; B.S., 1971 (The University of North Carolina at Chapel Hill); Appointed 1966, died May 27, 2005.

Elizabeth Merrill Edmands

Associate Professor of Public Health Nursing Emerita; M.A., 1955 (Columbia University); B.S.P.H.N., 1943 (University of Michigan); R.N., 1936 (Rhode Island Hospital). Appointed 1967, died March 21, 2005.

Jean Freeman

Lecturer and Dean's Assistant Emerita; A.B., Librarianship, 1933 (The University of North Carolina at Greensboro); B.A., 1958 (The University of North Carolina at Chapel Hill); Appointed 1941, died October 27, 2005.

David Galinsky

Professor of Psychology Emeritus; Ph.D., 1961 (University of Michigan); A.M., 1959 (University of Michigan); A.B., 1956 (Duke University). Appointed 1965, died January 25, 2006.

J. Dieter Geratz

Professor of Pathology Emeritus; M.D., 1953 (J.W. Goethe University); Appointed 1960, died November 14, 2005.

Geraldine Gourley

Adjunct Associate Professor of Maternal and Child Health Emerita; Ph.D., 1935 (Washburn University); M.S., 1942 (Chicago); Appointed 1958; died August 5, 2005.

Harry Guess

Professor of Epidemiology; M.D., 1979 (University of Miami); Ph.D., 1972 (Stanford University); M.S., 1972 (Stanford University); M.S., 1964 (Georgia Institute of Technology); B.S., 1964 (Georgia Institute of Technology); Appointed 1988, died January 1, 2006.

Roger Durham Hannay

Professor of Music Emeritus. Ph.D., 1956 (University of Rochester); M.M., 1953 (Boston University); B.M., 1952 (Syracuse University. Appointed 1966; died January 27, 2006.

Martha Nell Hardy

Professor of Speech Communication Emerita. M.A., 1951 (The University of North Carolina at Chapel Hill); B.A., 1944 (Oklahoma State University). Appointed 1965; died October 14, 2005.

Bonnie Keaton Hensley

Associate Professor of Nursing Emerita. M.S., 1969 (Duke University); B.S., 1964 (The University of North Carolina at Chapel Hill); Dip. In Nursing, 1940 (Johns Hopkins University). Appointed 1968, died March 18, 2006.

Samuel William Hitt

Director Emeritus, Health Sciences Library; M.A., 1951 (Emory University); B.A., 1948 (University of Missouri); A.A., 1941 (Little Rock Junior College). Appointed 1976, died December 2005.

Murry Wade Holland

Professor of Fixed Prosthodontics Emeritus; M.Ed., 1961 (Duke University); D.D.S., 1956 (The University of North Carolina at Chapel Hill); A.B., 1952 (Elon College). Appointed 1956; died June 3, 2005.

William Gray Hollister

Professor of Psychiatry Emeritus. M.P.H., 1947 (The Johns Hopkins University); M.D., 1941 (University of Nebraska); B.S., 1940 (University of Nebraska); A.B., 1937 (University of Nebraska). Appointed 1965; died October 12, 2005.

Roy Lee Ingram

Professor of Geology Emeritus. Ph.D., 1948 (University of Wisconsin-Madison); M.S. Geo. & Phys., 1943 (University of Oklahoma); B.S., 1941 (The University of North Carolina at Chapel Hill). Appointed 1947; died October 2005.

William Carl Koller

Clinical Professor of Neurology; M.D., 1976 (Northwestern University); Ph.D., 1974 (Northwestern University); M.S., 1971 (Northwestern University); B.S., 1968 (Marquette University). Appointed September 30, 2004; died October 3, 2005.

Rudolph J. Kremer

Professor of Music Emeritus; Ph.D., 1963 (Washington University); M.M., 1957 (Washington University); B.M., 1952 (Curtis Institute of Music). Appointed September 1, 1964, died August, 2005.

Harold Q. Laugenderfer

Peat, Marwick Main Professor of Professional Accounting Emeritus, Kenan-Flagler Business School; D.B.A., 1954 (Indiana University); M.B.A., 1950 (Northwestern University); B.S., 1949 (Miami University). Appointed 1953, died January 6, 2006.

Sandy Cole Marks

Associate Professor of Pedodontics Emeritus; M.S., 1963 (The University of North Carolina at Chapel Hill); D.D.S., 1933 (Atlanta Southern Dental College). Appointed 1965, died November 8, 2005.

C. Haynes McMullen

Professor of Library Science Emeritus; Ph.D., 1945 (University of Chicago); M.S.L.S., 1940 (University of Illinois); B.S., 1936 (University of Illinois); A.B., 1935 (Centre College of Kentucky). Appointed July 1972, died August 30, 2005.

Robert Moats Miller

Professor of History Emeritus; Ph.D., 1955 (Northwestern University); M.A., 1949 (Northwestern University); B.A., 1947 (Grinnell College). Appointed 1969, died September 19, 2005.

Roger Ervin Miller

Professor of Chemistry Emeritus; Ph.D., 1980 (University of Waterloo); M.S., 1977 (University of Waterloo); B.S., 1975 (University of Waterloo). Appointed 1985, died November 6, 2005.

Walter Wagner Rabb

Associate Director of Athletics and Head Baseball Coach Emeritus; A.M., 1941 (University of North Carolina at Chapel Hill); B.S., 1937 (North Carolina State University); Appointed 1946, died April 4, 2006.

Ida Howell McAliley Reed

Music Librarian Emerita; M.L.S., 1968 (University of Pittsburgh); M.A., 1966 (University of Pittsburgh); B.A., 1964 (Florida Presbyterian College). Appointed August 1, 1984, died October 9, 2005.

Joseph Ward Straley

Professor of Physics Emeritus; Ph.D., 1941 (The Ohio State University); M.S., 1937 (The Ohio State University); B.S. Educ., 1972 (Bowling Green State University). Appointed 1944; died September 22, 2005.

Henry Maxwell Steele

Professor of English Emeritus; B.A., 1946 (The University of North Carolina at Chapel Hill); Litt.D., 1970 (Belmont Abbey College). Appointed 1968; died August, 2005.

William Ringgold Straughn, Jr.

Professor of Bacteriology and Immunology Emeritus; Ph.D., 1958 (University of Pennsylvania); M.S., 1940 (Cornell University); B.S., 1935 (Mansfield State University); Appointed 1944, died December 8, 2005.

John F. Yesulaitis

Director, UNC Bands Emeritus; M.M., 1964 (Catholic University of America); B.S., 1954 (University of Maryland). Appointed 1964, died December 7, 2005.

2007 Honorary Degree Nominees

The Committee on Honorary Degrees and Special Awards nominates the following persons for honorary degrees to be presented at Commencement 2007.

Morgan Freeman *Doctor of Fine Arts*

Morgan Freeman began his acting career in the 1970s with a starring role in the children's television series *The Electric Company*. During the 1980s Freeman acted in the New York stage, earning four Obie Awards and a Tony Award nomination for his theater work. In 1987, he finally emerged as a film star with *Street Smart*. Since then, he has appeared in over 30 films. *Unforgiven*, *The Shawshank Redemption*, and *Million Dollar Baby* address the important themes of violence, friendship, hope, the human will, and courage. Perhaps Freeman's greatest contribution lies with his roles in *Amistad*, *Glory*, and *Driving Miss Daisy*, all films concerned with the African-American condition, whether on a slave ship in 1939, on the Civil War battlefield, or in mid-20th century Atlanta. Freeman has devoted much time and talent to improving educational opportunities in the American South and in Harlem. He endowed a chair of performing arts at Hutchison School for Girls in Memphis, co-founded the Frank Silvera Writer's Workshop, a non-profit theater arts organization that encourages and supports emerging black writers, and has been instrumental in preserving the Blues music tradition. Morgan Freeman was nominated by Professor William Ferris.

H. Jack Geiger *Doctor of Science*

Dr. Jack Geiger is Arthur C. Logan Professor Emeritus of Community Medicine at the City University of New York Medical School. He is a founding member and past president of both Physicians for Human Rights (which shared in the Nobel Prize for Peace in 1998) and Physicians for Social Responsibility, the U.S. affiliate of International Physicians for the Prevention of Nuclear War, which received the Nobel Peace Prize in 1985. Dr. Geiger began to change the face of health care for the disadvantaged when he established and served as director of the country's first urban health center (Columbia Point, Boston) and first rural health center (Mound Bayou, Mississippi). Dr. Geiger helped bring the concept of community-oriented primary care to the U.S. health system after his studies in South Africa with Drs. Sidney and Emily Kark, and went on to become a leader in a movement that resulted in our national health center network, which now serves more than 12 million low-income individuals in more than 900 facilities.

Dr. Jack Geiger was nominated by Professor Lynn Blanchard.

William Ivey Long *Doctor of Fine Arts*

William Ivey Long is a distinguished costume designer of the Broadway stage who calls both New York and Seaboard, North Carolina, home. Long received his undergraduate degree at William and Mary (A.B., 1969), studied art history at Carolina (1969-72), and received his M.F.A. from Yale in 1975. Long was awarded the Maharam

and Drama Desk Awards and his first Tony for costume designs for *Nine*, and also won Tony awards for *Crazy for You*, *The Producers*, and *Hairspray*. He has also spent over 30 seasons with *The Lost Colony* on Roanoke Island as an actor, prop master and technical director, and production designer. With six shows running on Broadway at the same time, his lively imagination and creativity is matched by his success and willingness to mentor others.

William Ivey Long was nominated by Professor Bobbi Owen.

Richard W. Riley
Doctor of Laws

Richard W. Riley is a former U.S. Secretary of Education (1993-2001) and a former Governor of South Carolina (1979-87). Today, he is a Distinguished University Professor of Education at the University of South Carolina and a Distinguished Professor of Government, Politics, and Public Leadership at the Richard W. Riley Institute at Furman University. The College of Education at Winthrop University bears his name. The Christian Science Monitor has said that many regard Secretary Riley as "one of the great statesmen of education in this century." During his tenure with the Department of Education, Secretary Riley helped launch historic initiatives to raise academic standards, improve instruction for the poor and disadvantaged, increase parental involvement in education, expand loans to help more Americans attend college, and prepare young Americans for the world of work. As Governor of South Carolina, he initiated the Education Improvement Act, heralded at the time to be "the most comprehensive educational reform measure in the United States."

Richard W. Riley was nominated by Professor Ron Hyatt.

Dean Edwards Smith
Doctor of Laws

Dean Smith is perhaps the most widely admired and respected basketball coach in the history of the sport. Although he amassed more wins than any other during his 36-year coaching career, Coach Smith's players credit him with more than that. One player put it this way "Coach Smith taught us to become leaders, to be gentlemen, and to work hard at whatever we try to do. We learned things that helped us achieve access on the court, but it is his personal touch off the court that helps us in other areas, socially and academically." Smith is a model for ethics and integrity in many walks of life and in ways too numerous to catalog. In 1998 he received the University's first Mentor Award for Lifetime Achievement.

Dean Smith was nominated by the Board of Trustees.

Resolution 2006-8. On a University Steering Committee for Worker Health, Safety, and Wellness.

The Faculty Council resolves:

The Executive Vice Chancellor and Provost is requested to appoint and fund a University Steering Committee for Worker Health, Safety and Wellness as proposed by the 2006 Annual Report of the Committee on Faculty Welfare.

Resolution 2006-7 In Appreciation of Provost Robert Shelton

Whereas, Robert Shelton joined the University of North Carolina faculty in February 2001; and

Whereas, Robert served as Executive Vice Chancellor and Provost for more than five exciting and challenging years; and

Whereas, Robert has consistently set high standards of excellence in all that he has undertaken; and

Whereas, Robert is highly regarded for his leadership abilities; and

Whereas, Robert will be long remembered for his many accomplishments, including development of the Academic Plan, management of difficult budget decisions, enhancement of faculty recruitment and retention efforts, equitable treatment of all people, improvement of parental leave policies, support for innovative cross-disciplinary programs, enhanced scientific infrastructure, library support, and much more; and

Whereas, Robert consistently made himself available to faculty members for discussion and deliberation on matters large and small and showed a stalwart commitment to principles of shared governance and academic freedom; and

Whereas, Robert is widely respected for his honesty and integrity; and

Whereas, Robert will be greatly missed; and

Whereas, the Faculty Council wishes to memorialize Robert's exceptional service in the official records of our institution;

NOW THEREFORE BE IT RESOLVED

The Faculty Council, on behalf of all our colleagues,

1. Expresses its deep respect and appreciation for Robert Shelton's many accomplishments and superb service to our institution and to higher education; and
2. Conveys to Robert Shelton our best wishes for his future success as President of the University of Arizona.

Adopted this twenty-first day of April, 2006

Judith Welch Wegner
Chair of the Faculty

Joseph S. Ferrell
Secretary of the Faculty

*A resolution
calling on the University of North Carolina at Chapel Hill to
withdraw from negotiations over the Program in Honors Foundations in Western Cultures and
to abide by rules for faculty input into donations that affect the curriculum*

April 21, 2006

WHEREAS:

the University exists to foster research, free inquiry, and public service;
integrity begins with appropriate policies, operations, and curriculum;
it is a basic tenet of academic freedom that instructional faculty are best suited to set the
curricular agenda and maintain educational excellence;¹
the Task Force on Donations Affecting the Curriculum concluded in its Final Report,
submitted to the Provost and accepted by the Executive Committee of the Faculty Council
(ECFC);²
1) The purpose of these guidelines is to promote early consultation with faculty
about potential donations that have a material effect on the curriculum;
2) The University recognizes the need to involve faculty early in the process when
potential donations affect the curriculum, and to provide faculty with as much
information as possible throughout the process;
3) The head of an affected unit shall consult with the administrative board of the
unit, other appropriate committees within the unit, and individual faculty members,
as deemed appropriate by the unit head, in order to ensure that the proposed
donation is consistent with the needs and priorities of the unit. The unit head should
bear in mind that one purpose of these consultations is to ensure that faculty are
informed of the potential donation;

AND WHEREAS:

the College of Arts and Sciences has developed a detailed proposal for an undergraduate
Honors Program in Western Cultures aimed at the Pope Foundation;
the University administration has repeatedly misled faculty members and violated explicit
promises that this proposal would be publicly reviewed and that instructional faculty would
be consulted at all stages;
appropriate and directly concerned faculty on the Honors Advisory Board, in the Honors
Program, and in the Department of Classics were neither informed about nor given an
opportunity to participate in discussions about the content and relevance of said Program;³
numerous colleagues, including many in the Departments of English and Classics, and on
the Honors Advisory Board, have formally expressed dismay at the proposed Program;

¹ American Association of University Professors, "Statement on Government of Colleges and Universities,"

² <http://www.aaup.org/statements/Redbook/Govern.htm>

³ <http://www.unc.edu/provost>

³ The proposed program would be housed in Honors and the first course of the proposed sequence
contains exclusively Greco-Roman material.

40 in 2005 the Honors Advisory Board rejected a similar Honors Foundation in Great Books sequence described in the University's original proposal (dated February 3, 2005);

in 2005 over 100 faculty in the College of Arts and Sciences and across the University publicly condemned the University's secretive negotiations over a similar program;⁴

the University has publicly reiterated its commitment to furthering undergraduate education in international and global studies and to an inclusive educational mission;⁵

45 instructional faculty participating in the recent evaluation and revision of the undergraduate curriculum did not identify a need for additional courses or programs in western culture; and the proposed program, by requiring disproportionate attention to "the West," is intended to have a lasting influence on the direction of the curriculum which would reflect negatively on the quality, reputation, and image of the University;

50 **THEREFORE, BE IT RESOLVED** that the General Faculty of the University of North Carolina at Chapel Hill:

- **Calls upon** the Chancellor and the Administration of the College of Arts and Sciences to withdraw formally from negotiations over the proposal;
- 55 - **Reiterates** the faculty's role as the primary arbiter of intellectual and curricular matters;
- **Restates** the faculty's long-running commitment to academic freedom;
- **Expresses** grave concern at recent attempts to circumvent that role;
- **Calls upon** the Chancellor and Administration of the University of North Carolina at Chapel Hill to implement policies and practices that faithfully preserve curricular integrity and transparency;
- 60 and
- **Calls upon** the Chancellor and Administration of the University of North Carolina at Chapel Hill to act in accordance with the spirit and letter of the rules established by the Task Force on Donations Affecting the Curriculum.

⁴ The letter, with a list of the first 71 signatories (33 more have since signed on) may be found at <http://www.dailytarheel.com/media/storage/paper885/news/2005/03/01/OpinionlettersToTheEditor/Open-Letter.From.71.Faculty.To.University.Administrators-1363732.shtml?norewrite200604171552&sourceidomain=www.dailytarheel.com> or via a link at

⁵ <http://perrin.socsci.unc.edu>.
Moesser, James, "State of the University, 2005" (<http://www.unc.edu/news/archives/sep05/stateofuniversity091505.htm>); Faculty Council resolution 98-6 (<http://www.unc.edu/diversity/facultystment.html>)



The University of North Carolina at Chapel Hill

2006 Faculty Elections Results

3,062 members of the Voting Faculty received ballots. 676 ballots were cast.
Winners and alternates are listed in the order of number of votes received.

Position	Elected	Alternates
Chair of the Faculty	Joseph A. Templeton	Steven L. Bachenheimer
Advisory Committee	Darryl J. Gless Sharon L. Milgram Cam Patterson	Frayda S. Bluestein Douglas G. Kelly Kimberly Strom-Gottfried Douglas E. MacLean Morris Weinberger
APT: Arts & Sciences	Ann G. Matthysse R. Mark Wightman	Clayton T. Koelb
APT: Medical School	Kathleen K. Sulik	Beverly J. Errede Stephen B. Knisley
APT: Other Prof. Schools	Ruth C. Walden	David M. Lawrence
Athletics	Rachel A. Willis J. Steven Reznick Garland Hershey	Glynis S. Cowell Anthony A. Meyer Patrick T. Akos
Educational Policy	Gwendolyn B. Sancar Andrew J. Perrin Kevin G. Steward	Margot B. Stein J. Scott Provan
Faculty Assembly	Judith W. Wegner Bonnie C. Yankaskas	James L. Murphy

Faculty Executive Committee	Rebecca S. Wilder Bill Balthrop Suzanne A. Gullede John V. Orth	David A. Gerber James V. Porto, Jr. Peter Rock Wesley M. Wallace
Faculty Grievance: Professors	Barry S. Roberts	John E. Newbold
Faculty Grievance: Assoc. Prof.	Victor J. Schoenbach	Xue L. Rong
Faculty Grievance: Asst. Prof.	Wendy Wolford	Richard E. Myers
Faculty Grievance: Fixed-Term	Suzanne Hayala Hobbs	Hannelore L. Jarausch
Faculty Hearings	Michael Volta, Jr.	Edward J. Collins
Fin. Exigency: Academic Affairs	Steven S. Birdsall Melissa L. Saunders	James C. Drennan
Fin. Exigency: Health Affairs	Anthony N. Passannante George F. Sheldon	Timothy J. Ives
Honorary Degrees	Hodding Carter III Jodi Magness	Joel Kingsolver
Chair, Div. of Fine Arts	Jim Hirschfield	Brooks de Wetter-Smith David Hammond
Vice-Chair, Div. of Fine Arts	Terry E. Rhodes	
Chair, Div. of Social Sciences	Helen V. Tauchen	Richard J. A. Talbert
Vice-Chair, Div. of Soc. Sci.	John W. Florin	
Admin. Bd. of the Library: Humanities	Megan M. Matchinske	Lucia Binotti

Admin. Bd. of the Library: Natural Sciences	Paul H. Frampton	Louis R. Bartek
Admin. Bd. of the Library: Social Sciences	Thomas M. Whitmore	Aaron Moody
Admin. Bd. of the Library: Professional Schools	A. Mark Weisburd	J. Morgan Jones
Council: Fine Arts	Michael Volta, Jr.	Beth Grabowski
Council: Humanities, Tenured	Laurie F. Maffly-Kipp Randall Hendrick	Daniel R. Anderson
Council: Humanities, Non-tenured	Valerie C. Pruvost Robbin L. Visser	
Council: Nat. Sciences, Tenured	Allen F. Glazner	Beth E. Kurtz-Costes
Council: Nat. Sci., Non-Tenured	Mark McCombs	
Council: Soc. Sci., Tenured	Patrick J. Conway Thomas H. Oatley	Edgar Shields
Council: Soc. Sci., Non-Tenured	Donna LeFebvre Scott L. Kirsch	John Sweet
Council: Libraries	Rita W. Moss	Winifred F. Metz
Council: Education, Tenured	Tie Vote. Winner to be determined by lot	
Council: Education, Non-Tenured	Eileen Carlton Parsons	Suzanne A. Gulledege

Council: Government	Richard B. Whisnant	Maureen Berner
Council: Medicine, Non-Tenured	Deborah S. Threadgill C. Robert Bagnell Frances Collichio Marcia M. Hobbs Richard J. Weinberg Brenda Temple Barry F. Saunders Lisa B. Hightow	Malika Boukhelifa Ruth E. Silversmith Sunil Dogra Dougald M. Monroe
Council, Pub. Health, Tenured	Marci K. Campbell Wayne D. Rosamond	
Council: Pub. Hlth, Non-Tenured	Shrikantl. Bangdiwala Cheryl D. Lesneski	

main

The Thomas Jefferson Award of the Faculty of the University of North Carolina at Chapel Hill 2006

The Thomas Jefferson Award is given annually "to that member of the faculty who most closely approximates in his teaching and personal life the philosophy and conduct of Thomas Jefferson." Among his many distinctions, Jefferson is particularly remembered for his dedication to the inalienable human rights and essential equality of all people, and for his vision of the growing American nation as a "valley of democracy," in which all its citizens would experience the economic as well as political freedom necessary for the pursuit of their happiness.

The recipient of the Jefferson Award for 2006 has dedicated himself to these ideals with uncommon commitment for over four decades, devoting his career to expanding affordable housing for all Americans, and financial services and asset-building opportunities for poor and moderate-income families.

As a social worker in Brooklyn, New York, Michael Stegman realized that poor housing and community conditions played an important role in undermining the attempts that his clients were making to lift themselves from poverty. This led him to graduate study in City and Regional Planning, and on receiving his doctorate in 1965, he joined Carolina's Department of City and Regional Planning where he taught and conducted pioneering research on affordable housing. For a decade he also chaired that department, which has been ranked consistently among the top five in the country. Since 1997 he has served as the Duncan MacRae '09 and Rebecca Kyle MacRae Professor of Public Policy, and as founding chair of UNC's Department of Public Policy. In all these roles he has modeled the integration of teaching, research and public service in pursuit of the ideals of Thomas Jefferson.

Professor Stegman's work has led repeatedly to new public policy initiatives to benefit low- and moderate-income households. In his 1991 book *More Housing More Fairly*, for instance, he demonstrated that the housing needs of the poor and near-poor could be met by redirecting some of the billions spent on homeowners' tax breaks instead of increasing the federal budget deficit by new spending. In another study, he challenged proposals to reduce the availability of public rental housing, showing that most tenants could not afford other forms of shelter.

In 1997 he founded the Center for Community Capitalism in UNC's Frank Hawkins Kenan Institute for Private Enterprise, to engage both faculty and students in initiatives to increase economic wealth and opportunities in inner-city communities. The Center has produced a steady series of influential reports aimed at improving the lives of the working poor in North Carolina and nationally, documenting and proposing solutions to such problems as housing costs of the working poor, lack of access to banking services and thus to other financial services such as auto and mortgage loans and retirement savings, and predatory and abusive lending practices.

In Professor Stegman's 1999 book *Savings and the Poor*, for instance, he documented the fact that an estimated 13 percent of American families do not even have bank accounts, including one-third of all minority households, one out of four renters, and one out of six people under the age of 35. The study showed how the federal government could use direct deposit of federal benefits to create Individual Development Accounts (IDAs), special savings accounts that could help working poor families to build wealth and a better future, a proposal endorsed both by Senator Joseph Lieberman and by presidential candidate George W. Bush.

During the 1970s and again in the 1990s Professor Stegman served as a senior policymaker in the U.S. Department of Housing and Urban Development. As Assistant Secretary and Acting Chief of Staff he chaired the White House Working Group on President Clinton's National Urban Policy Report, which emphasized moving families on welfare toward self-sufficiency, leveraging private investment for impoverished neighborhoods, promoting community development at the local level, and emphasizing work and financial responsibility. He headed the U.S. delegation to the United Nations Conference on Human Settlements in Istanbul in 1996, "Habitat II," where he negotiated the United States' agreement to the conference's declaration of housing as a human right. He also created HUD's Office of University Partnerships to support university collaborations with community and business groups in economically depressed urban neighborhoods; and he helped shape President Clinton's proposal to eliminate federal capital gains tax on home sales of less than \$500,000.

Professor Stegman is a Fellow of the Urban Land Institute, and in 1995 he was awarded the Richard T. Ely Distinguished Educator Award of Lambda Phi Alpha, the Honorary Society for the Advancement of Land and Economics. In 1997 the *National Journal* named him one of Washington's 100 most influential decision makers. Last year Professor Stegman's contributions were further recognized in his appointment as Director of Policy for the Program on Human and Community Development of the John D. and Catherine T. MacArthur Foundation. In that capacity he serves as the Foundation's lead observer of domestic policy issues in the areas of affordable housing, community change, mental health, juvenile justice, education, and urban and regional policy.

Like Thomas Jefferson, Professor Stegman has devoted his life both to the pursuit of knowledge and to the use of that knowledge in teaching and public service to improve the lives of our country's citizens, particularly its less fortunate ones. We are therefore very pleased to recognize him as this year's recipient of the Thomas Jefferson Award.

JOURNAL OF PROCEEDINGS OF THE GENERAL FACULTY AND FACULTY COUNCIL

April 21, 2006

The Faculty Council of the University of North Carolina at Chapel Hill convened at 2:30 p.m. in the Hitchcock Multipurpose Room of the Sonja Haynes Stone Center for Black Culture and History. The following 52 members of the Council attended: Alperin, Ammerman, Bachenheimer, Barreau, Becker, Belger, Bennett, Blocher, Booth, Chapman, Copenhaver, Couper, Dalton, Degener, DeSaix, Dupuis, Foley, Gerber, Givre, Granger, Gullede, Holmgren, Huber, Kamarei, Leonard, Matson, Matthysse, McGrath, McIntosh, Mesibov, Murray, Papanikolas, Perrin, Renner, Rogers, Rustoni, Salmon, Sandelowski, Sawin, Smith, Sulk, Sweeney, Taylor, Templeton, Tiwana, Tobin, Trotman, Wallace, Weinberg, Wilson, Wissick, Yankaskas. The following 23 members were granted excused absences: Cairns, Connolly, Conover, Eble, Gasaway, Gilligan, Heenan, Kagarise, Klebanow, Kramer, Lastra, Marshall, Martin, Miguel, Murphy, Peirce, Peterson, Rock, Selassie, Simpson, Strom-Gottfried, Tauchen, and Vick. The following 11 members were absent without excuse: Anton, Arnold, Ewend, Frampton, Jonas, Keagy, Lin, Muller, Sutherland, Weir, and Wolford.

Call to Order

Chancellor Moeser having been delayed in arrival, Professor Judith Wegner, Chair of the Faculty, called the meeting to order.

Remembrance of Deceased Faculty

Prof. Joseph Ferrell, Secretary of the Faculty, recited the names, titles, date of appointment, and date of death of members of the faculty who died in the past year. [See Appendix A.]

Annual Reports of Standing Committees

Buildings and Grounds. Prof. David Owens (Government), Chair of the Committee on Buildings and Grounds, presented the committee's annual report. Prof. Owens said that this year, in addition to reviewing the specifics of individual projects, the committee had tried to focus on the policies and plans that lie behind the siting and design of buildings, especially the new Arts Complex, the Science Complex Part II, the preliminary plans for the Bell Tower Lot, and efforts to reestablish the link between the North Campus and the Health Affairs Complex which existed 50 years ago but has been lost.

Research Committee. Prof. Harvey Seim (Marine Science), Chair of the Research Committee, presented the committee's annual report. He said that the committee had focused this year on implementing actions stemming from last year's work on collaborative interdisciplinary research, and on developing guidelines for gap funding and bridge funding.

Prof. Steven Bachenheimer (Microbiology & Immunology) asked whether the committee had considered asking that licensing and patent revenue might be tapped as a source for gap funding. Prof. Seim said that this had been mentioned among other potential sources, but that the committee had not gone into revenue sources very deeply.

Faculty Welfare Committee. Prof. Alice Ammerman (Nutrition), Chair of the Faculty Welfare Committee, said that the committee had focused this year on faculty benefits and wellness. She reported that the Provost has approved the committee's request to fund a full-time position for one year to staff a steering committee for worker health, safety, and wellness. On behalf of the committee, she moved adoption of a resolution endorsing that initiative. The resolution was adopted and enrolled as Resolution 2006-8. See Appendix B.

Prof. Karen Booth (Women's Studies) asked whether the committee had discussed partner benefits. Prof. Wegner said she had raised that issue with President Bowles as part of work that the Faculty Assembly is doing on faculty benefits.

Technical Amendments to Resolution 2006-4

Prof. Ferrell presented a proposed resolution to make two technical corrections to Resolution 2006-4, adopted in March. The first change makes the deadline for choosing the Pass/D+/D/Fail Option the same as the deadline for Drop/Add, i.e., the eighth week of the semester. The second change makes it clear that the Drop/Add deadline for courses offered on a calendar different from the fall or spring semester will occur when one half of the course is completed. The resolution was adopted without dissent and is enrolled as Resolution 2006-5. See Appendix C.

Faculty Chair Updates

Prof. Wegner recognized Sr. Assoc. Dean Bobbi Owen (Arts & Sciences), who chaired the recent SACS reaccreditation work, and congratulated her on a highly successful experience with the visiting committee who were highly complimentary of the Quality Enhancement Plan and the way our faculty responded to the reaccreditation effort. The Council responded with hearty applause.

Prof. Wegner reported briefly on discussions in a recent meeting of the Faculty Assembly about the proposal to compute tuition by credit hour. She said that the reason for advancing the change is to bring uniformity throughout the UNC System to two situations: (1) computing tuition when a student in one UNC System institution takes one or more courses at another institution in the System; (2) computing tuition for distance education courses. The change also brings rules for computing tuition into harmony with the General Assembly's method of appropriating funds to the System. Appropriations are made on the basis of student credit hours and enrollment while tuition is now computed on the basis of full-time equivalent student.

Prof. Wegner said that the final meeting of the Engagement Task Force is scheduled soon. One of the major proposals will be a convocation on the question of engaged scholarship to be held Nov. 9-10, 2006. She asked for help in identifying exemplars of outstanding engaged scholarship.

Prof. Wegner said that the System budget includes additional funding for graduate education, including more money for tuition remissions. Also, the Board of Trustees will be talking about graduate education at their May meeting. She said they have asked her for recommendations.

Resolution on Fixed-Term Faculty

Prof. Richard Weinberg (Cell & Developmental Biology) spoke to the report of the Council Committee on Fixed-Term Faculty and a resolution that it is proposing. Prof. Weinberg said that there are two classes of citizens on the faculty: those on tenure-track and those on fixed terms. He said that this poses a problem. One group of absolutists say the answer to the problem is to abolish fixed-term faculty, but that is unrealistic. Another group of absolutists say fixed-term and tenure-track faculty should be treated the same in all respects. This option also is unrealistic at this time. He noted that fixed-term faculty serve different purposes in different schools, and that the percentage of the faculty on fixed-term is increasing steadily in several of the professional schools, especially those in Health Affairs.

Prof. Andrew Perrin (Sociology) said that more than economic security is at stake here. There is also the matter of scholarly integrity and political security. He said that fixed-term faculty are not on the same basis in these regards as those with permanent tenure. He hoped that the committee would address this concern in the future. Prof. Wegner said that this is mentioned in the committee report, but is not emphasized in the resolution.

Prof. Diane Leonard (Comparative Literature) said she is concerned that the University is replacing tenure-track faculty with fixed-term faculty in some departments. Prof. Weinberg said he understood Prof. Leonard to be asking if the committee's report and resolution were part of a "stealth effort" to eliminate tenure. He said that they are not.

Prof. Gregory Copenhaver (Biology) said that the more one strengthens the position of fixed-term faculty the more one closes the gap between tenure-track and fixed-term. That diminishes the force of the

arguments of those who seek to eliminate tenure. He thought improving the status of fixed-term faculty would be a win-win situation for both categories.

The resolution On Fixed-Term Faculty Members was adopted without dissent and enrolled as Resolution 2006-6. See Appendix D.

Nomination and Election of Secretary of the Faculty

Prof. Arne Kalleberg, Chair of the Advisory Committee, nominated Prof. Joseph S. Ferrell for re-election as Secretary of the Faculty for a five-year term expiring June 30, 2011. There were no nominations from the floor. Prof. Ferrell was elected by acclamation.

Resolution in Appreciation of Provost Robert Shelton

Prof. Wegner presented a resolution of appreciation for the service of Provost Robert Shelton, who has been elected president of the University of Arizona and will be leaving Carolina at the end of this academic year after five years of service here. See Appendix E.

The resolution was adopted unanimously, followed by a standing ovation, and is enrolled as Resolution 2006-7. Provost Shelton responded.

Chancellor's Remarks and Question Period

Chancellor Moeser spoke warmly of Provost Shelton's service.

The chancellor said that although the SACS visiting team was very pleased with the Quality Enhancement Plan and other aspects of the reaccreditation work, they were most impressed by the "over the top" affection and loyalty shown to Carolina by our faculty and students.

Chancellor Moeser paid high tribute to Prof. Wegner, who is completing her three-year term as faculty chair this year. He said that effective leadership of the faculty is one of the things that create great faculty engagement and involvement in any University. He and Provost Shelton have served at a number of other institutions, he said, and have found the level and quality of faculty governance here at Carolina to be without parallel in their previous experience. He said that Prof. Wegner is an adviser who always speaks the unvarnished truth, sometimes giving advice that he didn't want to hear, but always speaking with grace in a gentle, polite way. He observed that his many conversations with Prof. Wegner always led to constructive results. She has been an invaluable representative of the faculty, he said. The chancellor mentioned several areas in which Prof. Wegner's leadership was especially helpful: faculty retention; diversion of the final 25% of licensing funds to help create 55 new scholarships; and gaining the attention of the Board of Trustees on critical issues facing graduate students. He concluded by presenting to Prof. Wegner a plaque and a floral bouquet.

Resolution of Appreciation for Professor Judith Wegner

Chancellor Moeser recognized Prof. Noelle Granger (Cell & Developmental Biology), who presented on behalf of the Faculty Executive Committee a resolution of appreciation for Prof. Wegner's service as chair of the faculty. The resolution was adopted unanimously, and the Council rose applause in tribute with hearty applause. See Appendix F.

Resolution on Honors Program in Western Cultures

Prof. Perrin rose to introduce a proposed resolution of the General Faculty "Calling on the University of North Carolina at Chapel Hill to Withdraw from Negotiations over the Program in Honors Foundations in Western Cultures and to Abide by Rules for Faculty Input into Donations that Affect the Curriculum." Prof. Perrin distributed copies of the resolution and read it aloud. See Appendix G.

At Prof. Wegner's request, Prof. Ferrell read Rule 2 of the Rules of Procedure of the General Faculty, which requires that any resolution expressing the sense of the General Faculty must have been distributed at least 24 hours in advance of the meeting at which it is presented.

Provost Shelton said that the issues raised by the proposed resolution are of extreme importance. Sufficient time for discussion should be allowed, he said, and he pointed out that many of those who have first-hand knowledge of the facts had no notice of this proposal and are not present. He pointed out that one of the allegations in the resolution is that the administration, which includes himself, has "repeatedly misled faculty members." He said that it would be important to have members of the Honors Advisory Board present for the discussion, as at least three allegations are directed at activities of that board or its members. He felt strongly that the resolution is not a trivial matter that could be handled at the last minute.

Prof. Ferrell said that the Rules of Procedure wisely require that members have an opportunity to acquaint themselves with important matters put before the body, and that it would be an unfortunate precedent to debate and vote on this resolution at this meeting. He felt if the General Faculty wishes to take up the resolution, it would be preferable to do so at a special meeting to be held before the end of the current semester.

Prof. Barbara Jo Foley (Nursing) moved to table the resolution. Prof. Ferrell advised that the motion to table is not debatable, but that a motion to postpone to another time is debatable. Prof. Foley withdrew the motion to table and moved to postpone. Prof. Trude Bennett (Public Health) moved to amend to hold a special meeting before Commencement. The amendment was adopted. The motion to postpone to a special meeting of the General Faculty to be held before Commencement was adopted.

Presentation of the 2006 Thomas Jefferson Award

Chancellor Moeser presented the 2006 Thomas Jefferson Award to Michael Stegman, Duncan McRae and Rebecca Kyle McRae Professor of Public Policy. Prof. Richard N. Andrews (Public Policy) read the citation. Prof. Stegman responded. See Appendix H.

Chancellor's Response to Prof. Perrin's Resolution

Chancellor Moeser rose in response to the resolution presented by Prof. Perrin. He said that the actions of the faculty in considering the resolution presented by Prof. Perrin will be closely observed across this state and nation and that we must be careful not to leave the impression that the perspectives and subjects of study covered by the proposed Western Cultures program are unwelcome in Chapel Hill, which could be the case if we act in haste. He urged the faculty to consider the facts carefully and said that he is confident that such consideration would lead to the conclusion that this administration has not misled anyone. He asked the faculty to think clearly and act only after full and careful deliberation.

Faculty Chair Farewell Remarks

Prof. Wegner began by recognizing and thanking members who are concluding their service on Faculty Council or standing committees at this meeting.

Prof. Wegner said: "We together are the faculty. No single person, no single discipline, no single viewpoint. We together are stewards of the future and of knowledge. We serve as examples to our students and reminders to the body politic. This is a high calling for us all. It has been a privilege to serve as your chair for the past three years. We have worked on many important topics together: faculty retention, tuition policy, strengthening need-based aid and at the same time working on ways to attract top students to Carolina, graduate education, scholarly communication, information technology, public service and engagement, issues concerning fixed-term faculty. As today's meeting has demonstrated, controversy and difficult dialogues are always part of our common life. The best advice in such situations is to walk boldly into the conflict; otherwise, we will never learn from each other about differing points of view."

Speaking to Prof. Perrin's resolution, Prof. Wegner said that she looks forward to discussing the issues in a special faculty meeting. She expressed concern that adoption of the resolution as drafted could discourage valid lines of inquiry among the faculty. She also said that she would not vote for the resolution herself because it tars people with allegations of ill conduct with no supporting evidence.

Prof. Wegner challenged the faculty to be ever mindful of the importance of faculty involvement in the governance of the institution. She warned that in order to preserve the benefits of academic freedom and to advance the collegium, succeeding generations must step forward and assume the mantle of leadership.

Finally, Prof. Wegner called on the faculty to remember our social compact with the people of North Carolina: to equip each rising generation to meet the challenges that will come before it. She concluded her remarks by recalling the words of the Chinese philosopher Lao Tzu, who said that the best leader is the one who, at the end of the day, has led the people to understand that we did it ourselves.

Incoming Faculty Chair Remarks

Prof. Joseph Templeton (Chemistry), incoming faculty chair, thanked Prof. Wegner for bringing to her office commendable commitment, prodigious passion, incomparable intelligence, and endless energy. He said that the faculty's trust is essential if he is to do the job just entrusted to him. He does not expect unanimous agreement as to methods, he said, but does hope to find consensus on most of our academic goals.

At the suggestion of Prof. Ed Halloran (AAUP Observer), the faculty "piped in" Prof. Templeton by singing "Hark the Sound."

Nominations for Honorary Degrees to be Awarded at Commencement 2007

The Faculty went into closed session to consider nominations presented by the Committee on Honorary Degrees and Special Awards for honorary degrees to be presented at Commencement 2007. Prof. Ferrell, on behalf of the committee, submitted five nominees. All were approved.

Adjournment

The General Faculty returned to open session. Having completed its business, the Council and General Faculty adjourned at 4:30 p.m. Members remained for a reception in honor of Provost Robert Shelton, the President-Elect of the University of Arizona.

Joseph S. Ferrell
Secretary of the Faculty

Appendix A.

IN MEMORIAM 2006

Barbara Henry Cleaveland

Assistant Professor of Social Work Emerita; M.S.W., 1961 (The University of North Carolina at Chapel Hill); A.B., 1940 (Duke University); Appointed 1963, died August 5, 2005.

Frederic Neill Cleaveland

Professor of Political Science Emeritus and Research Professor in the Institute for Research in Social Science Emeritus; Ph.D., 1951 (Princeton University); M.A., 1950 (Princeton University); M.A., 1942 (Duke University); B.A., 1937 (Duke University); Appointed 1951, died December 21, 2005.

James C. Cowan

Adjunct Professor of English Emeritus; Ph.D., 1964 (University of Oklahoma); M.A., 1956 (Oklahoma State University); A.B., 1950 (Mercer University); Appointed 1989, died November 30, 2005.

Ethel McKee Earl

Clinical Associate Professor of Dental Ecology Emerita; B.S., 1971 (The University of North Carolina at Chapel Hill); Appointed 1966, died May 27, 2005.

Elizabeth Merrill Edmands

Associate Professor of Public Health Nursing Emerita; M.A., 1955 (Columbia University); B.S.P.H.N., 1943 (University of Michigan); R.N., 1936 (Rhode Island Hospital). Appointed 1967, died March 21, 2005.

Jean Freeman

Lecturer and Dean's Assistant Emerita; A.B., Librarianship, 1933 (The University of North Carolina at Greensboro); B.A., 1958 (The University of North Carolina at Chapel Hill); Appointed 1941, died October 27, 2005.

David Galinsky

Professor of Psychology Emeritus; Ph.D., 1961 (University of Michigan); A.M., 1959 (University of Michigan); A.B., 1956 (Duke University). Appointed 1965, died January 25, 2006.

J. Dieter Geratz

Professor of Pathology Emeritus; M.D., 1953 (J.W. Goethe University); Appointed 1960, died November 14, 2005.

Geraldine Gourley

Adjunct Associate Professor of Maternal and Child Health Emerita; Ph.D., 1935 (Washburn University); M.S., 1942 (Chicago); Appointed 1958, died August 5, 2005.

Harry Guess

Professor of Epidemiology; M.D., 1979 (University of Miami); Ph.D., 1972 (Stanford University); M.S., 1972 (Stanford University); M.S., 1964 (Georgia Institute of Technology); B.S., 1964 (Georgia Institute of Technology); Appointed 1988, died January 1, 2006.

Roger Durham Hannay

Professor of Music Emeritus. Ph.D., 1956 (University of Rochester); M.M., 1953 (Boston University); B.M., 1952 (Syracuse University). Appointed 1966; died January 27, 2006.

Martha Nell Hardy

Professor of Speech Communication Emerita. M.A., 1951 (The University of North Carolina at Chapel Hill); B.A., 1944 (Oklahoma State University). Appointed 1965; died October 14, 2005.

Bonnie Keaton Hensley

Associate Professor of Nursing Emerita. M.S., 1969 (Duke University); B.S., 1964 (The University of North Carolina at Chapel Hill); Dip. In Nursing, 1940 (Johns Hopkins University). Appointed 1968, died March 18, 2006.

Samuel William Hitt

Director Emeritus, Health Sciences Library; M.A., 1951 (Emory University); B.A., 1948 (University of Missouri); A.A., 1941 (Little Rock Junior College). Appointed 1976, died December 2005.

Murry Wade Holland

Professor of Fixed Prosthodontics Emeritus; M.Ed., 1961 (Duke University); D.D.S., 1956 (The University of North Carolina at Chapel Hill); A.B., 1952 (Elon College). Appointed 1956; died June 3, 2005.

William Gray Hollister

Professor of Psychiatry Emeritus. M.P.H., 1947 (The Johns Hopkins University); M.D., 1941 (University of Nebraska); B.S., 1940 (University of Nebraska); A.B., 1937 (University of Nebraska). Appointed 1965; died October 12, 2005.

Roy Lee Ingram

Professor of Geology Emeritus. Ph.D., 1948 (University of Wisconsin-Madison); M.S. Geo. & Phys., 1943 (University of Oklahoma); B.S., 1941 (The University of North Carolina at Chapel Hill). Appointed 1947; died October 2005.

William Carl Koller

Clinical Professor of Neurology; M.D., 1976 (Northwestern University); Ph.D., 1974 (Northwestern University); M.S., 1971 (Northwestern University); B.S., 1968 (Marquette University). Appointed September 30, 2004; died October 3, 2005.

Rudolph J. Kremer

Professor of Music Emeritus; Ph.D., 1963 (Washington University); M.M., 1957 (Washington University); B.M., 1952 (Curtis Institute of Music). Appointed September 1, 1964, died August, 2005.

Harold Q. Langenderfer

Peat, Marwick Main Professor of Professional Accounting Emeritus, Kenan-Flagler Business School; D.B.A., 1954 (Indiana University); M.B.A., 1950 (Northwestern University); B.S., 1949 (Miami University). Appointed 1953, died January 6, 2006.

Sandy Cole Marks

Associate Professor of Pedodontics Emeritus; M.S., 1963 (The University of North Carolina at Chapel Hill); D.D.S., 1933 (Atlanta Southern Dental College). Appointed 1965, died November 8, 2005.

C. Haynes McMullen

Professor of Library Science Emeritus; Ph.D., 1945 (University of Chicago); M.S.L.S., 1940 (University of Illinois); B.S., 1936 (University of Illinois); A.B., 1935 (Centre College of Kentucky). Appointed July 1972, died August 30, 2005.

Robert Moats Miller

Professor of History Emeritus; Ph.D., 1955 (Northwestern University); M.A., 1949 (Northwestern University); B.A., 1947 (Grinnell College). Appointed 1969, died September 19, 2005.

Roger Ervin Miller

Professor of Chemistry Emeritus; Ph.D., 1980 (University of Waterloo); M.S., 1977 (University of Waterloo); B.S., 1975 (University of Waterloo). Appointed 1985, died November 6, 2005.

Walter Wagner Rabb

Associate Director of Athletics and Head Baseball Coach Emeritus; A.M., 1941 (University of North Carolina at Chapel Hill); B.S., 1937 (North Carolina State University); Appointed 1946, died April 4, 2006.

Ida Howell McAliley Reed

Music Librarian Emerita; M.L.S., 1968 (University of Pittsburgh); M.A., 1966 (University of Pittsburgh); B.A., 1964 (Florida Presbyterian College). Appointed August 1, 1984, died October 9, 2005.

Joseph Ward Straley

Professor of Physics Emeritus; Ph.D., 1941 (The Ohio State University); M.S., 1937 (The Ohio State University); B.S. Educ., 1972 (Bowling Green State University). Appointed 1944; died September 22, 2005.

Henry Maxwell Steele

Professor of English Emeritus; B.A., 1946 (The University of North Carolina at Chapel Hill); Litt.D., 1970 (Belmont Abbey College). Appointed 1968; died August, 2005.

William Ringgold Straughn, Jr.

Professor of Bacteriology and Immunology Emeritus; Ph.D., 1958 (University of Pennsylvania); M.S., 1940 (Cornell University); B.S., 1935 (Mansfield State University); Appointed 1944, died December 8, 2005.

John F. Yesulaitis

Director, UNC Bands Emeritus; M.M., 1964 (Catholic University of America); B.S., 1954 (University of Maryland). Appointed 1964, died December 7, 2005.

Appendix B

Resolution 2006-8. On a University Steering committee for Worker Health, Safety, and Wellness.

The Faculty Council resolves:

The Executive Vice Chancellor and Provost is requested to appoint and fund a University Steering Committee for Worker Health, Safety, and Wellness as proposed by the 2006 Annual Report of the Committee on Faculty Welfare.

Appendix C

Resolution 2006-5. Technical Amendments to Resolution 2006-4

Resolution 2006-4 is revised to read as follows:

The regulation on Changes in Fall and Spring Semester Schedules (2005-06 Undergraduate Bulletin, pp. 301-302) and the regulation on Pass/D+/D/Fail Option (2005-06 Undergraduate Bulletin, p. 308), ~~is~~^{are} amended by striking out the words "sixth week" wherever they appear and inserting in lieu thereof the words "eighth week".

For courses offered on a calendar different from the fall or spring semesters, the deadline for dropping a course occurs when approximately one half of the course (50 percent) is completed. The appropriate administrative unit should publish the drop deadline date for such courses and instructors should include it in their course syllabus.

This amendment is effective beginning with the Fall Semester, 2006.

Appendix D

Resolution 2006-6. On Fixed-Term Faculty Members

Whereas fixed-term faculty contribute in significant and diverse ways to the accomplishment of the University's mission; and

Whereas fixed-term faculty deserve to be treated equitably, integrated into the life of the university as fully as possible, and accorded the full measure of collegial respect; and

Whereas the Faculty Council adopted Resolution 2003-7 requesting specific action to address the circumstances of fixed-term faculty; and

Whereas the Faculty Council adopted Resolution 2005-9 to create a Fixed-Term Faculty Committee composed of its own members; and

Whereas that committee has met and studied related matters during the 2005-06 academic year; and

Whereas the Fixed-Term Faculty Committee has concluded that further action is needed to pursue issues affecting fixed-term faculty members and the University as a whole, now therefore

The Faculty Council resolves:

1. The Faculty Council requests the Provost to

- a. Remind deans and department chairs of the terms of Faculty Council Resolution 2003-7 relating to fixed-term faculty;
 - b. Review the extent to which recommendations embodied in Resolution 2003-7 have been implemented in departments and schools throughout the campus, and report related information to the Fixed Term Faculty Committee and the Faculty Council as a whole;
 - c. Develop a "tickler" system to track more closely relevant aspects of fixed-term faculty personnel actions, including the inclusion of language relating to funding contingencies in fixed-term appointment letters and use of longer-term contracts after no more than three one-year contracts if feasible, as requested under Resolution 2003-7; and
 - d. Assist the Fixed-Term Faculty Committee and the Faculty Council to track patterns of appointment, retention, and conditions of employment for fixed-term faculty.
2. The Faculty Council requests the Provost and the Fixed Term Faculty Committee to continue work on the following important matters and invites a further report during Fall Semester 2006:
 - a. Development of a policy statement summarizing institutional expectations regarding the treatment of fixed-term faculty as colleagues and partners in the life of the institution;
 - b. Dissemination of relevant information to fixed-term faculty members regarding rights and professional opportunities, including information on the right to request notice regarding anticipated action at the end of a term appointment as provided in Section 2.b.5 of the Trustees' Policies and Regulations on Academic Tenure, and eligibility for professional support and awards;
 - c. Review of the Provost's EPA Personnel Guidelines and other documents to assure that they include pertinent information regarding policies and practices applicable to fixed-term faculty including those pertaining to appointments and personnel reviews;
 - d. Development and dissemination of information on "best practices" relating to use of fixed-term appointments, support and integration of fixed-term faculty into the life of their departments, schools, and the University as a whole.
 3. The Faculty Council determines that the Fixed Term Faculty Committee shall continue to operate as a standing committee of the Faculty Council, and requests that it report at least annually regarding issues affected fixed-term faculty as anticipated in Resolution 2005-9.

Appendix E

Resolution 2006-7. On Appreciation for the Service of Executive Vice Chancellor and Provost Robert Shelton.

Whereas, Robert Shelton joined the University of North Carolina faculty in February 2001; and

Whereas, Robert served as Executive Vice Chancellor and Provost for more than five exciting and challenging years; and

Whereas, Robert has consistently set high standards of excellence in all that he has undertaken; and

Whereas, Robert is highly regarded for his leadership abilities; and

Whereas, Robert will be long remembered for his many accomplishments, including development of the Academic Plan, management of difficult budget decisions, enhancement of faculty recruitment and retention efforts, equitable treatment of all people, improvement of parental leave policies, support for innovative cross-disciplinary programs, enhanced scientific infrastructure, library support, and much more; and

Whereas, Robert consistently made himself available to faculty members for discussion and deliberation on matters large and small and showed a stalwart commitment to principles of shared governance and academic freedom; and

Whereas, Robert is widely respected for his honesty and integrity; and
Whereas, Robert will be greatly missed; and

Whereas, the Faculty Council wishes to memorialize Robert's exceptional service in the official records of our institution; now therefore

The Faculty Council resolves:

The Faculty Council, on behalf of all our colleagues,

1. Expresses its deep respect and appreciation for Robert Shelton's many accomplishments and superb service to our institution and to higher education; and
2. Conveys to Robert Shelton our best wishes for his future success as President of the University of Arizona.

Appendix F

Resolution 2006-9. On Appreciation for the Service of Judith Welch Wegner as Chair of the Faculty 2003-2006

This resolution in honor of Judith Wegner is a chorus of the many voices of the Executive Committee members who have worked with her.

During her three years as Chair of the Faculty at the University of North Carolina at Chapel Hill, Judith Wegner's distinguished leadership has made a tangible difference in the life of our community, and she has skillfully represented the University throughout the State of North Carolina.

Judith understands the mission of a public university and has shown extraordinary commitment in promoting the best possible research, teaching, and service at Carolina. She has broad interests that extend to all facets of the life of the mind, and she seeks to assure that, as students and teachers, we achieve our highest aspirations through our shared learning experiences.

Judith's forte is communication and engagement. There has been little concerning faculty, staff and students in which she has not been interested. She has promoted engagement with the administration, student body, legislature, the Boards of Visitors, Trustees and Governors, the Faculty Senate at North Carolina State University, and the Town of Chapel Hill. She has been tireless and thoughtful in her effort to be inclusive of all people and points of view. She has an extraordinary memory for the members of our community. She can make critical connections among them to serve the better purpose. She has her fingers on the University's pulse, and she hears, interprets, and reconciles different opinions, resulting in creative ideas and novel proposals. She is relentless in the pursuit of information and research to develop a knowledge base to strengthen her ideas and proposals, and she advocates forcefully and courageously for their potentially positive outcomes.

Judith is nurturing, whether in providing snacks for the members of the Faculty Executive Committee, food for thought, or sustenance for the faculty, staff and students — such as her efforts in the areas of recruitment and retention, benefits, salary, curricular reform and enrichment, and advocacy for graduate students in the mission of the University.

Judith has played a central and important role in so many other areas affecting all our lives: campus-based tuition policies, establishment of the University Ombuds Office, improvements in the state health plan, our discourse on academic freedom, enrollment growth and funding, the survey and analysis of faculty retention, the parking plan, reallocation of logo receipts for merit scholarships, the Ford Foundation grant to explore the issue of Difficult Dialogues, revision of the Student Code of Judicial

Governance — the list is enormous. Many of these issues were contentious and controversial, but Judith never flinched, always serving as a mediator and the voice of reason.

Therefore,

with deepest of respect and gratitude for all that she has done;

with awe that we can claim her as a colleague and friend;

in order to recognize and celebrate her leadership;

and to thank her for her incredible service to the University;

We, the Faculty of the University of North Carolina at Chapel Hill, on this 21st day of April, 2006, present to Judith Welch Wegner this Resolution of Appreciation.

Appendix G

A [Proposed] Resolution Calling on the University of North Carolina at Chapel Hill to Withdraw from Negotiations over the Program in Honors Foundations in Western Cultures and to Abide by Rules for Faculty Input into Donations that Affect the Curriculum.

Whereas,

The University exists to foster research, free inquiry, and public service;

Integrity begins with appropriate policies, operations, and curriculum;

It is a basic tenet of academic freedom that instructional faculty are best suited to set the curricular agenda and maintain educational excellence¹;

The Task Force on Donations Affecting the Curriculum concluded in its Final Report, submitted to the Provost and accepted by the Executive Committee of the Faculty Council (ECFC):²

The purpose of these guidelines is to promote early consultation with faculty about potential donations that have a material effect on the curriculum;

The University recognizes the need to involve faculty early in the process when potential donations affect the curriculum, and to provide faculty with as much information as possible throughout the process;

The head of an affected unit shall consult with the administrative board of the unit, other appropriate committees within the unit, and individual faculty members, as deemed appropriate by the unit head, in order to ensure that the proposed donation is consistent with the needs and priorities of the unit. The unit head should bear in mind that one purpose of these consultations is to ensure that faculty are informed of the potential donation;

And whereas,

The College of Arts and Sciences has developed a detailed proposal for an undergraduate Honors Program in Western Cultures aimed at the Pope Foundation;

The University administration has repeatedly misled faculty members and violated explicit promises that this proposal would be publicly reviewed and that instructional faculty would be consulted at all stages;

Appropriate and directly concerned faculty on the Honors Advisory Board, in the Honors Program, and in the Department of Classics were neither informed about nor given an opportunity to participate in discussions about the content and relevance of said Program;³

¹ American Association of University Professors, "Statement on Government of Colleges and Universities."

² <http://www.aaup.org/statements/Redbook/Govern.htm>

³ <http://www.unc.edu/provost>

Numerous colleagues, including many in the Departments of English and Classics, and on the Honors Advisory Board, have formally expressed dismay at the proposed Program;

In 2005 the Honors Advisory Board rejected a similar Honors Foundation in Great Books sequence described in the University's original proposal (dated February 3, 2005);

In 2005 over 100 faculty in the College of Arts and Sciences and across the University publicly condemned the University's secretive negotiations over a similar program;⁴

The University has publicly reiterated its commitment to furthering undergraduate education in international and global studies and to an inclusive educational mission;⁵

Instructional faculty participating in the recent evaluation and revision of the undergraduate curriculum did not identify a need for additional courses or programs in western culture; and

The proposed program, by requiring disproportionate attention to "the West," is intended to have a lasting influence on the direction of the curriculum which would reflect negatively on the quality, reputation, and image of the University;

Therefore be it resolved that the General Faculty of the University of North Carolina at Chapel Hill:

- Calls upon the Chancellor and the Administration of the College of Arts and Sciences to withdraw formally from negotiations over the proposal;
- Reiterates the faculty's role as the primary arbiter of intellectual and curricular matters;
- Restates the faculty's long-running commitment to academic freedom;
- Expresses grave concern at recent attempts to circumvent that role;
- Calls upon the Chancellor and Administration of the University of North Carolina at Chapel Hill to implement policies and practices that faithfully preserve curricular integrity and transparency; and
- Calls upon the Chancellor and Administration of the University of North Carolina at Chapel Hill to act in accordance with the spirit and letter of the rules established by the Task Force on Donations Affecting the Curriculum.

Appendix H

The Thomas Jefferson Award is given annually "to that member of the faculty who most closely approximates in his teaching and personal life the philosophy and conduct of Thomas Jefferson." Among his many distinctions, Jefferson is particularly remembered for his dedication to the inalienable human rights and essential equality of all people, and for his vision of the growing American nation as a "valley of democracy," in which all its citizens would experience the economic as well as political freedom necessary for the pursuit of their happiness.

The recipient of the Jefferson Award for 2006 has dedicated himself to these ideals with uncommon commitment for over four decades, devoting his career to expanding affordable housing for all Americans, and financial services and asset-building opportunities for poor and moderate-income families.

³ The proposed program would be housed in Honors and the first course of the proposed sequence contains exclusively Greco-Roman material.

⁴ The letter, with a list of the first 71 signatories (33 more have since signed on) may be found at <http://www.dailytarheel.com:media/storage/paper885/news/2005/03/01/OptionslettersToTheEditor/Open-Letter.From.71.Faculty.To.University.Administrators-1363732.shtml?norewrite200604171552&sourceid=www.dailytarheel.com> or via a link at

<http://perrin.socsci.unc.edu>

⁵ Moeser, James, "State of the University, 2005"

(<http://www.unc.edu/news/archives/sep05/stateofuniversity091505.htm>); Faculty Council resolution 98-6 (<http://www.unc.edu/diversity/facultystment.html>)

As a social worker in Brooklyn, New York, Michael Stegman realized that poor housing and community conditions played an important role in undermining the attempts that his clients were making to lift themselves from poverty. This led him to graduate study in City and Regional Planning, and on receiving his doctorate in 1966, he joined Carolina's Department of City and Regional Planning where he conducted pioneering research on affordable housing. For a decade he also chaired that department, which has been ranked consistently among the top five in the country. Since 1997 he has served as the Duncan MacRae '09 and Rebecca Kyle MacRae Professor of Public Policy, and as founding chair of UNC's Department of Public Policy.

Professor Stegman's research has led repeatedly to new public policy initiatives to benefit low- and moderate-income households. In his 1991 book *More Housing More Fairly*, for instance, he demonstrated that the housing needs of the poor and near-poor could be met by redirecting some of the billions spent on homeowners' tax breaks instead of increasing the federal budget deficit by new spending. In another study, he challenged proposals to reduce the availability of public rental housing, showing that most tenants could not afford other forms of shelter.

In 1997 he founded the Center for Community Capitalism in UNC's Frank Hawkins Kenan Institute for Private Enterprise, to develop initiatives for increasing economic wealth and opportunities in inner-city communities. His research studies there have produced a steady series of influential reports aimed at improving the lives of the working poor in North Carolina and nationally, documenting and proposing solutions to such problems as housing costs of the working poor, lack of access to banking services and thus to other financial services such as auto and mortgage loans and retirement savings, and predatory and abusive lending practices.

In his 1999 book *Savings and the Poor*, for instance, he documented the fact that an estimated 13 percent of American families do not even have bank accounts, including one-third of all minority households, one out of four renters, and one out of six people under the age of 35. The study showed how the federal government could use direct deposit of federal benefits to create Individual Development Accounts (IDAs), special savings accounts that could help working poor families to build wealth and a better future, a proposal endorsed both by Senator Joseph Lieberman and by presidential candidate George W. Bush.

During the 1970s and again in the 1990s Professor Stegman served as a senior policymaker in the U.S. Department of Housing and Urban Development. As Assistant Secretary and Acting Chief of Staff he chaired the White House Working Group on President Clinton's National Urban Policy Report, which emphasized moving families on welfare toward self-sufficiency, leveraging private investment for impoverished neighborhoods, promoting community development at the local level, and emphasizing work and financial responsibility. He headed the U.S. delegation to the United Nations Conference on Human Settlements in Istanbul in 1996, "Habitat II," where he negotiated the United States' agreement to the conference's declaration of housing as a human right. He also created HUD's Office of University Partnerships to support university collaborations with community and business groups in economically depressed urban neighborhoods; and he helped shape President Clinton's proposal to eliminate federal capital gains tax on home sales of less than \$500,000.

Professor Stegman is a Fellow of the Urban Land Institute, and in 1995 he was awarded the Richard T. Ely Distinguished Educator Award of Lambda Phi Alpha, the Honorary Society for the Advancement of Land Economics. In 1997 the *National Journal* named him one of Washington's 100 most influential decision makers. Last year Professor Stegman's contributions to humanity were further recognized in his appointment as Director of Policy for the Program on Human and Community Development of the John D. and Catherine T. MacArthur Foundation. In that capacity he serves as the Foundation's lead observer of domestic policy issues in the areas of affordable housing, community change, mental health, juvenile justice, education, and urban and regional policy.

Like Thomas Jefferson, Professor Stegman has devoted his life both to the pursuit of knowledge and to the use of that knowledge in public service to improve the lives of our country's citizens, particularly its less fortunate ones. We are therefore very pleased to recognize him as this year's recipient of the Thomas Jefferson Award.