

MEETING OF THE GENERAL FACULTY AND THE FACULTY COUNCIL

Friday, April 26, 1996, 3:00 p.m.

***** Assembly Room, 2nd Floor, Wilson Library *****

RECEPTION PRIOR TO THE MEETING (THANKS TO THE CHANCELLOR) TO HONOR RETIRING FACULTY COUNCIL MEMBERS, AT 2:15 P.M., IN THE FOYER OUTSIDE THE ASSEMBLY ROOM.

Chancellor Michael Hooker will preside. Attendance of elected Council members is required.

AGENDA

- I. Memorial Resolutions:
 - A. For the late Walter Neal Vickery: Paul Debrezany, Chair, Memorial Committee.
 - B. For the late Donald Gentry Tarbet: Richard H. Coop, Chair, Memorial Committee.
 - II. Chancellor Hooker's remarks: questions or comments on any subject will be invited.
 - III. Chair of the Faculty Jane D. Brown.
 - IV. Request for faculty input and involvement in initiatives for housekeepers: Barbara Delon, Director of Housekeeping Services; Laurie Charast, Associate Vice Chancellor for Human Resources.
 - V. Special Report of the Committee on University Government: Amendment to The Faculty Code of University Government to allow Fixed-Term Faculty to serve on and vote for certain standing committees: Joseph S. Ferrell, Chair. [Attached to this Agenda.]
 - *VI. Amendments to the Instrument of Student Judicial Governance: Robert G. Byrd, Chair, Committee on Student Conduct.
 - *VII. Report and Resolution of Faculty Initiative on Teaching Committee: Thomas A. Bowers; Sue E. Estroff.
 - VIII. Annual Reports of Standing Committees:
 - * A. Status of Minorities and the Disadvantaged: Judith R. Blau, Chair. [Revised Annual report; contains resolutions.]
 - **B. Black Faculty: D. Soyini Madison, Chair. [Postponed from March and February] ¹
 - * C. Established Lectures Committee: Arne L. Kalleberg, Chair. ¹
 - * D. Executive Committee of the Faculty Council: Jane D. Brown, Chair. ¹
 - IX. Election Results for Chair of the Division of the Natural Sciences, Faculty Council and Administrative Board of the Library, and Standing Elective Committees (including Faculty Assembly Delegation and Executive Committee of the Faculty Council). [Names of elected representatives available on April 26.]: George S. Lensing, Secretary of the Faculty.
 - X. Nomination and Election of Secretary of the Faculty: Bernadette Gray-Little, Vice Chair, Advisory Committee.

George S. Lensing
Secretary of the Faculty
 - XI. Old or New Business.

George S. Lensing
Secretary of the Faculty
- * Copies of these documents are being circulated to all members of the Faculty Council and to Chairs and Deans, so that all faculty members may have the opportunity to read them. Council members: please bring your copies to the meeting and discuss with your constituents ahead of time.
- ** This report was circulated prior to the February 23 meeting.
- ¹ These reports are being circulated and will not be discussed formally unless members of the Council have questions.
- COUNCIL MEMBERS: PLEASE REMEMBER TO SIGN THE ROLL AND PICK UP A NAME TAG, LOCATED ON A TABLE AT THE REAR OF THE ROOM.**

SUMMARY OF PROCEEDINGS

MEETING OF THE GENERAL FACULTY AND FACULTY COUNCIL

Friday, April 26, 1996
Assembly Room, Wilson Library

[A complete transcript of the proceedings is available in the faculty section of the campus World Wide Web service.]

Faculty Council Attendance: Present 58; Excused Absences 17; Unexcused Absences 16.

- I. A. **Memorial Resolution for the late Walter Neal Vickery:** Lawrence Feinberg for Paul Debreczeny, Chair, Memorial Committee.
 - B. **Memorial Resolution for the late Donald Gentry Tarbet:** Richard H. Coop, Chair, Memorial Committee.
- II. **Chancellor Hooker.**
 - A. **Thomas Jefferson Award.**

Chancellor Hooker asked Professor Raymond Dawson to come forward. Professor George Lensing, Secretary of the Faculty, read the citation that had been prepared by Professor Dick Richardson:

Many believe that Ray Dawson was born on that fall morning in Arkansas, outfitted in a tiny, three-piece blue suit, vest snugly buttoned, and head already full of enrollment figures, budget columns, and "Arts and Sciences" birthmarked across his chest. Alas, the story is only part of the Dawson legend.

It was prophetic that he began on October 12, 1927, for in another section of the South, the University of North Carolina was celebrating its 143rd beginning. October 12 -- celebration of two beginnings that would fold into one.

Not much of material worth would attach itself to the gangly young kid, so he came to the Air Force with perfect Dawson timing (1945 to 1947) right after the War was over. He would work his way through the College of the Ozarks and graduate *summa cum laude*. Long before that day, however, the Dawson character had been established -- a private sort of a fellow who was exceptionally gifted in intelligence, unmatched in a work ethic, deeply insightful into others, a captivating wry wit, and ethical standards so high that even he stretched to reach them.

His military service crystallized his intellectual interests in politics and international relations, and he earned his Masters in Political Science in 1951 from Vanderbilt. He came to Chapel Hill to receive his Ph.D. in 1958. Many veterans made up the graduate school in those postwar years. A tough lot. One close friend of Ray's was former tank commander Earle Wallace who was belittled once too often by an arrogant professor. Wallace grabbed the prof and hung him from the open window on the second floor of Caldwell Hall. Dawson intervened, rescuing the professor and saving his friend's graduate teaching assistantship. Other graduate students thought Dawson had intervened much too quickly and on the wrong side.

Except for brief periods away, Dawson bonded with Chapel Hill for the next forty-five years. He joined the Department of Political Science and left for short but prestigious visits as a Merston Fellow at Ohio State, Fulbright Lecturer at the University of London, and Visiting Professor at the Institute of War and Peace Studies at Columbia.

While at Columbia, he was called back to be Dean of the College of Arts and Sciences by Chancellor Carlyle Sitterson. Friends say it was his greatest struggle to accept. His wide-

ranging and cosmopolitan intellectual interests were in full flower, and his research agenda launched with a book and articles in national journals. Moreover, he had received one of the first Tanner Awards for Distinguished Teaching and the only E. Harris Harbison Prize ever given on this campus as National Distinguished Teacher of the Year from the Danforth Foundation.

But as was the case with Jefferson, Dawson answered the call to service and was a distinguished Dean of the College during one of its most important and turbulent periods.

When he was asked by his great friend and mentor, President William Friday, to join the new University System, he went down Raleigh Road (with this campus always in his vision) to help launch the new educational venture.

These were difficult years for the System and for Ray as he became the University's key negotiator with the federal courts in the desegregation conflict. Friends and family feared for his health as he drove himself month after month, night after night, to preserve the System's freedom while, at the same time, promoting equal rights for minorities. President Friday called him "the architect of the consent decree" and praised his hundreds of accomplishments in his twenty-year service at General Administration. President C.D. Spangler, Jr., expressed his admiration and personal regard for Ray by establishing a million-dollar chaired professorship in his name in the Department of Political Science.

Honored with the Distinguished Service Medal from the Alumni Association and Doctorate of Humane Letters from North Carolina State, he has returned to campus as William Friday Professor to teach here again.

A strong spokesman for academic freedom, he would gladly sign Mr. Jefferson's Declaration any day. He has been an unfailing supporter of faculty (a role he never left in his heart). Devoted husband to Jo and doting dad to two daughters, he reveres family life. At home like Jefferson in his garden, he grows roses that bloom as though honored to be in his yard. Passionate about animals, he gives more attention to his dogs than Carolina basketball, and, over many years' time, fed twenty-three raccoons who, looking for the campus' most genuine human being, settled in his backyard.

Because Ray Dawson is modest he will be a bit embarrassed to receive this award and be compared to Jefferson. But as it is the only award chosen by this faculty, he will embrace it with deep pride and appreciation.

Professor Dawson responded by noting that "only another Razorback could commit that kind of perjury about another Razorback." He thanked the Council for conferring the honor. "I think that your good judgment may well be called into question about what you've done today, but I can assure you that your generosity of spirit can never be called into question."

B. Remarks.

Chancellor Hooker thanked George Lensing, retiring Secretary of the Faculty, for his service. He also thanked Jane Brown and the Executive Committee for their work of the year. He wanted to "reflect on our successes for the year, clean up any messes that I may have made in the year, and to look ahead."

He regretted a "brusque response" to a question from Professor Joy Kasson at an earlier meeting of the Council. Recalling his earlier urging of the faculty to increase its proposals for grants, he regretted that it had been taken by some "as a criticism of us for slacking off in the volume of proposals that had been submitted." That had not been his intention. Rather, he feared that the reduction in proposals had resulted from demoralization over the funding picture in Washington, and he had wanted to insure the faculty that the budget for the National Institutes of Health had not been decreased. Finally, the earlier announcement of the Kenan professorships had also generated misunderstanding from some faculty. Keeping a covenant of trust with the Kenan family, he had called for the professorships to be awarded to faculty outside the University who qualified with

stellar teaching credentials as well as research credentials. But he had not intended in any way for this to be construed as a lack of appreciation for the faculty already here on campus. He had chosen to become Chancellor here because of his high respect for the faculty who had taught him as an undergraduate. "It is an awesome responsibility. Awesome because I understand what a marvelous institution this is and so deeply respect the faculty here."

Among the successes of the year, he numbered the appointment of Dick Richardson as Provost, one with whom he felt a "greater sense of compatibility" than any other person he had worked with. He regarded the issue of salary compression as moving toward resolution as a result of the tuition increase to be drawn from increased student fees, and he was optimistic about significant salary raises to come from the General Assembly. Fund-raising for the University continues without diminution following the Bicentennial Campaign. He hoped to sustain the momentum that will lead to an eventual one-billion-dollar campaign drive, matching similar drives being conducted at the Universities of Michigan and Virginia.

The future held the prospect for a "tidal wave of change." But this University is well suited for those changes. "You have to look very hard to find anything at Chapel Hill that is broken and in need of repair," and he cited a strong faculty, a strong undergraduate student body, a sound financial base from both the Legislature and private gifts, and a good physical plant. "That means that we have the luxury of taking the time to assess the changing world around us, to determine where we want to go, to decide how it is that we need to get there. That's a process of discussion." He welcomed such discussions already underway between him and the Executive Committee of the Faculty Council.

Professor Miles Fletcher (History) noted approvingly that renovation of classrooms has become a major item in the proposed budget, but he wondered if the time had not come to consider a new classroom building, especially because the Legislature was calling for increased enrollments and many classrooms will also be unavailable during the time of renovations. The Chancellor responded that a new classroom building, to be located on the site of the Scuttlebutt (near Swain and Abernethy Halls), is now being planned. When the School of Journalism moves into Carroll Hall after the Kenan-Flagler Business School moves into its new building now under construction, additional classroom space will also become available. He added, "Right now we couldn't increase enrollment" because of the lack of space to do so. He proposed consideration of alternative mechanisms for addressing what may be a 30% increase in students -- such as telecommunication-based courses offered here but delivered to community colleges throughout the state.

III. Chair of the Faculty Jane D. Brown.

Professor Brown thanked the University Women's Club for the reception preceding the meeting. She reported that officials in General Administration are now recommending only a few of the faculty accountability measures proposed earlier in the year, and they have also extended to one year the time for individual campuses to review the proposals. Professor Dirk Frankenberg, co-chair of the Faculty-Legislative Liaison Committee, is calling for interested faculty to assist during the forthcoming "short session" in making phone calls, writing letters, and making visits to the Legislature.

She noted with satisfaction the recent preparation of a public service announcement in the School of Journalism: it was created in an undergraduate class, supervised by graduate students and two faculty members, and high school students served as actors. Filming was done with the help of an Adjunct Professor from Glaxo Wellcome. As a public service announcement directed against violence, it will be presented in after-school programs in public schools throughout the state. She thought it an excellent example of instances where teaching, research, and public service come together productively.

Professor Brown presented the following resolution as a motion in support of needs for graduate and professional students:

Representing the faculty of the University of North Carolina at Chapel Hill, we the elected members of the Faculty Council lend our strong support to the requests directed to the North

Carolina General Assembly by Chancellor Michael Hooker and the University of North Carolina Board of Governors for increased health insurance benefits and tuition remission for our graduate and professional students. We also encourage the University to redouble its efforts to seek further support for them.

The motion was seconded and passed unanimously.

Professor Brown read a resolution of gratitude to Professor Lensing on the occasion of his forthcoming retirement as Secretary of the Faculty. Professor Lensing responded by noting the continuing generosity of the faculty in responding to service at all the levels of faculty governance. He expressed gratitude to various persons and groups with which he had worked closely: to Rosemary Munsat, David Thompson, and former employee Amy Vaughn for their work in the Office of Faculty Governance; to Jim Peacock and Jane Brown, former Chair and current Chair of the Faculty; to the 20 or 30 faculty who have served on the Executive Committee of the Faculty Council; and to the Council itself.

IV. Request for faculty involvement in initiatives for housekeepers: Barbara DeLon, Director of Housekeeping Services; Laurie Charest, Associate Vice Chancellor for Human Resources.

Ms. DeLon noted the honor and opportunity accorded her upon recently becoming Director of Housekeeping Services. Ms. Charest appealed to the faculty to offer "input and involvement in the housekeeping area." She noted the successful class for housekeepers recently conducted by Professor Emeritus Dick Levin on owning and operating a small business. Dr. E. Willis Brooks has been a tutor for many years in the tutoring program. She encouraged future comments and criticism from the faculty.

V. Amendments to the Instrument of Student Judicial Governance: Robert G. Byrd, Chair, Committee on Student Conduct.

Professor Byrd was bringing amendments from the Committee on Student Conduct that exercises oversight responsibility for the student judicial system. The amendments have already been approved by the Student Congress. They have been presented to Susan Ehringhaus and Elson Floyd in the Chancellor's Office, and he expects them to make a favorable recommendation to the Chancellor for his approval. They must now be submitted to the Council for its consideration.

- 1) Amend Section VI.A. by deleting the first two lines and substituting, therefore, the following: "An appeal from a determination of a court exercising original jurisdiction may be filed on the following grounds:"
- 2) Amend VI. by adding a new subsection B to read as follows and relettering existing subsections B, C, and D respectively as subsections C, D, and E: "An appeal from a determination of a court exercising appellate jurisdiction may be filed only on grounds of violation of basic rights."

In a typical judicial hearing, the case is reviewed by an all-student panel. If found guilty, the student may appeal the decision and sanction to the University Hearings Board, a body consisting of students, faculty, and a representative of the Administration. If the original verdict is upheld, the defendant may then appeal to the Chancellor, and then to the Board of Trustees. These appeals are based upon three grounds: insufficiency of evidence, severity of sanction, and violation of basic rights. The proposed amendments limit the right to appeal only to the University Hearings Board on the basis of all three of the provisions listed above. However, appeal beyond the University Hearings Board could be based only upon violation of rights.

Professor Byrd noted that appeals have become fairly routine following a conviction. "It's no longer a matter of correcting any unfairness or inconsistency that occurred in the trial below, but it really has become a fishing expedition, and the hope that somehow he or she [the defendant] will find one body that will be willing to support his or her version of what happened." He thought, too, that, as a result of routine appeals, more and more cases are being resolved by faculty and

administrators rather than students. The prolongation of the appeal process means that sanctions are often delayed well beyond the semester for which they were imposed.

The amendments were moved and seconded and adopted unanimously.

VI. Report and Resolution of Faculty Initiative on Teaching Committee: Thomas A. Bowers; Sue E. Estroff.

Professor Brown introduced the Faculty Initiative on Teaching Committee as a subcommittee of the Executive Committee. Professor Tom Bowers referred to the circulated report, pointing to an experimental "teaching circle," consisting of seven faculty members from a variety of departments and schools who meet to discuss their teaching experiences. He called attention to the proposal regarding post-tenure review of all faculty members as a requirement that appears to be forthcoming. He thought that we should respond thoughtfully to such a proposal before it is imposed upon us. Professor Joy Kasson (American Studies) pointed out that other kinds of teaching circles are also functioning, including discussions that take place at the Institute for the Arts and Humanities.

Professor Estroff presented and moved the adoption of the resolution:

Be it resolved that the Faculty Council calls on Deans, Directors, and Department Chairs to recognize small group, individual, and non-traditional forms of teaching, and to create awards for excellence in these areas, especially the following:

1. Faculty advising of undergraduate, graduate, and professional students;
2. Contributions to graduate and undergraduate student dissertation and thesis preparation;
3. Instructional innovations and development of creative and effective teaching materials;
4. Small-group teaching;
5. Precepting of community-based projects and other hands-on experiences for students;
6. Teaching beyond the classroom.

Professor Steve Leonard (Political Science) believed that teaching awards should take into account the longer course of a teaching career or cycle. He also thought that such awards should themselves offer remuneration beyond a single year. Professor Steve Bayne (Dentistry) thought that learning should be assessed in the giving of teaching awards and not just the rewarding of a "performer." The resolution was unanimously adopted.

VII. Annual Reports of Standing Committees:

- A. Status of Minorities and Disadvantaged: Judith R. Blau, Chair. [Revised annual report, containing resolutions].

Professor Brown referred the Council to the revised motion.

Professor Blau presented the first resolution:

"The Faculty Council urges continuing support for the academic support programs."

She noted the network of support systems already in place including academic support services of tutoring, advising, counseling, and supplementary instruction. The second resolution supports the efforts of the Medical School to provide funds for supplementary instructional programs in the Departments of Mathematics, Biology and Chemistry for qualified and trained students who are admitted from disadvantaged high school backgrounds. The resolution is as follows:

"The Faculty Council endorses this inter [amended to "intra"]-campus initiative and, if it is successful, encourages departments [amended to add "and schools"] to examine the model in terms of their own curricula."

The two resolutions were moved and seconded. Professor Harry Gooder (Microbiology and Immunology) proposed adding "and schools" to the amendment [as indicated above]. Professor Bayne suggested altering "inter-campus" to "intra-campus" [as indicated above]. The resolutions were adopted unanimously.

Professor Brown introduced the remaining three reports as presented without resolutions.

B. Black Faculty: D. Soyini Madison, Chair [postponed from February and March].

C. Established Lectures: Arne L. Kalleberg, Chair.

D. Executive Committee of the Faculty Council: Jane D. Brown, Chair.

There were no questions or comments regarding the three reports.

VIII. Special Report of the Committee on University Government: Amendments to The Faculty Code of University Government to allow Fixed-Term Faculty to serve on and vote for certain standing committees. Joseph S. Ferrell, Chair. [First Reading and Vote]

Professor Ferrell moved the adoption of the resolution amending the Faculty Code as circulated with the agenda, with the addition of Section 6 dealing with the College of Arts and Sciences as printed on a separate sheet. The motion was seconded. There was no objection to including the separate sheet on Section 6 -- not previously circulated.

The resolutions are as follows:

Section 1. General requirements for voting and office holding.

(a) Section I.D. of the Faculty Code, as amended on February 23, 1996, is rewritten to read:

~~"Except as otherwise provided in this Code, the right to vote for and hold offices established by the Code is limited to members holding faculty ranks of Professor, Associate Professor, Assistant Professor, and Instructor and those librarians who are members of the General Faculty. Except as otherwise provided in this Code, the Voting Faculty comprises (i) all members of the General Faculty having tenured or probationary-term appointments, (ii) librarians who are members of the General Faculty, and (iii) fixed-term faculty whose positions satisfy the following criteria:~~

- a) ~~The position of for full-time service and is not a visiting appointment; and~~
 - b) ~~The duties of the position are primarily teaching, research, or both; and~~
 - c) ~~The actual or anticipated length of service in the position is at least three years. This criterion is satisfied if (i) the current term of appointment is for three years or more, or (ii) the appointment is a renewal appointment to the same position and the combined length of the current term and the immediately preceding terms is three years or more.~~
- Only members of the Voting Faculty are eligible to hold offices established by the Code.

(b) Section II.D. of the Faculty Code, as enacted on February 23, 1996, is repealed.

Section 2 Chair of the Faculty. (Section III.A.3)

"Nominations shall be made by the Advisory Committee, which shall select and submit names of three qualified persons who hold the rank of professor. [This amendment was defeated in the discussion that followed, thus leaving the language of the Code unchanged.]

Section 3 Secretary of the Faculty. (Section II.B.2)

"The Advisory Committee shall nominate one member of the faculty having permanent tenure to the Faculty Council, which, after opportunity has been given for nominations from the floor, shall proceed to select a Secretary of the Faculty.

Section 4 Advisory Committee. (Section IV.B.[a][i])

"The Advisory Committee shall consist of nine elected members ~~holding the rank of professor~~, the Chair of the Faculty (III.A.), and the Secretary of the Faculty (III.B)." [This amendment was defeated in the discussion that followed, thus leaving the language of the Code unchanged.]

Section 5 Faculty Grievance Committee. (Section IV.B.[1][d][i])

(i) The Faculty Grievance Committee shall consist of ~~nine~~ ten elected members. At all times three of the members shall have been Professors when elected, three shall have been Associate Professors, ~~and~~ three shall have been Assistant Professors, and one shall have held a fixed-term faculty appointment. A member's promotion in rank during a term of office shall not terminate his or her membership. The term of office shall be three years. One Professor, one Associate Professor, and one Assistant Professor shall be elected each year. One person holding a fixed-term appointment shall be elected in 1997 and every third year thereafter."

Section 6 College of Arts & Sciences.

(a) Section VI.D.(7) of the Faculty Code is rewritten to read:

"7) All members of the General Faculty holding appointments in the departments within the College of Arts and Sciences are members of the Arts and Sciences Faculty. Only members holding the faculty ranks of Professor, Associate Professor, Assistant Professor, and Instructor have the right to vote for and hold the offices of Division Chair and Vice Chair."

(b) Section VI.E.(4) of the Faculty Code is rewritten to read:

"4) The Chair, after consultation with the Voting Faculty of the department (as defined in Section I.D. of the Faculty Code) shall (i) prepare and transmit the departmental budget; (ii) formulate and administer departmental personnel policies, including recommendations for appointments, increases and promotions, provided that in making such recommendations, consultation shall be required only with the assembled full professors; (iii) prepare programs of course offerings and schedule the duties of the departmental staff; (iv) formulate and implement educational policies; (v) maintain instructional facilities, including library resources."

(c) Section VI.E(5) of the Faculty Code is rewritten to read:

"5) The Department shall hold regular meetings at least once every three months. Special meetings may be called by the Chair. He or she shall call a special meeting upon the request of one-half of the voting members of the department. The Chair shall preside at all meetings. A Secretary of the departmental faculty shall be elected by the Department and shall keep an accurate record of its proceedings. Those members of the Department who are members of the Voting Faculty as defined in Section I.D. of the Faculty Code shall vote in departmental meetings or on departmental matters, except that voting privileges with respect to matters affecting faculty appointments, reappointments, and promotions shall be limited to members holding tenured or probationary-term appointments."

Professor Ferrell explained that, if the amendment is approved, fixed-term faculty become eligible to serve on all elected and appointment committees of the faculty, except for the Faculty Hearings Committee and the Committee on Financial Exigency and Program Change. These two committees are constituted according to the Trustees' tenure regulations. Four other positions are identified for "more restrictive treatment than the Code now provides": Chair of the Faculty (required to be professor), Secretary of the Faculty (required to be tenured) and the Advisory Committee (required to be professors).

The proposed changes for Arts and Sciences call for the Division Chair and Vice-Chair to be tenure-track faculty. For general participation in departmental affairs, fixed-term faculty would be voting members of the department on the same basis as everyone else, except that faculty appointments, reappointments, and promotions would be limited to persons holding tenured or probationary term appointments.

Professor Estroff spoke against the provisions requiring the Chair of the Faculty and members of the Advisory Committee to be full professors. Because of the smaller number of women and people of color on the faculty, she thought the consequence would be a de facto "exclusionary criterion." Professor Fletcher asked if the qualifications for Chair of the Divisions in the College of Arts and Sciences were limited to tenure-track faculty. Professor Ferrell responded that that was the case. Professor Brown proposed voting on the amendments with the exceptions of sections 2 and 4 to allow further discussion of the latter. The suggestion was accepted. The amendments without sections 2 and 4 were unanimously adopted.

Professor Ferrell explained that the current language of the Code imposes no restrictions of academic rank as a requirement to serve as Chair of the Faculty. Professor Pamela Conover (Political Science) asked whether, if such language were left unchanged, fixed-term faculty would be eligible for election as Chair of the Faculty and membership on the Advisory Committee. Professor Ferrell answered that they would be eligible. Professor Marion Danis (Medicine) thought that the condition of full professorship for membership on the Advisory Committee and as Chair of the Faculty imposed restrictions, not only on women and minorities, but on men who are from lower faculty ranks as well. Professor Gooder agreed that such positions need not be full professors but should be tenured members of the faculty.

Professor Tony Passannante (Anesthesiology) moved that the changes in Section 2 (regarding Chair of the Faculty) be deleted from the amendment. The motion was seconded, and the motion passed. Professor Laurel Files (Health Policy and Administration), however, moved adoption of a revised version of Section 2 to read: "Nominations [for Chair of the Faculty] shall be made by the Advisory Committee which shall select and submit names of three qualified persons having permanent tenure." The motion was seconded. Professor Paul Farel (Physiology) opposed the motion because in the School of Medicine "there are many non-tenure track faculty holding ranks equivalent to professor who would then be excluded from positions for which they would be qualified." The motion, put to a vote, was defeated. The result of the vote was to eliminate any changes in the current language of the Code regarding conditions for serving as Chair of the Faculty.

Professor Estroff, in response to Section 4, moved that restrictions of academic rank for membership on the Advisory Committee be deleted. The motion was seconded. Professor Danis thought that the Committee that advises the Chancellor should be made up of persons from all the ranks and not only full professors. Professor Maria Salgado (Romance Languages) asked if permitting fixed-term faculty membership on the Advisory Committee would enable them to vote on personnel decisions for the rest of the faculty. Professor Ferrell replied, "They would not vote in the College on faculty appointments and promotions under the amendment we just approved. That portion of the Code does not apply outside the College of Arts and Sciences. So with the change it will now be essentially up to the professional schools involved to determine whether and to what extent fixed-term faculty would have a voice in faculty personnel matters." The motion to delete Section 4 was unanimously adopted. The result of the vote was to eliminate any changes in the current language of the Code regarding conditions for serving on the Advisory Committee.

- IX. Election Results for the Chair of the Division of the Natural Sciences, Faculty Council, and Administrative Boards of the Library and Standing Elective Committees (including Faculty Assembly Delegation and Executive Committee of the Faculty Council).** George Lensing, Secretary of the Faculty. [Results attached to this Summary.]

Professor Lensing indicated that the results of the various elections recently conducted were printed and circulated to members of the Council. He called out for recognition the names of the retiring members of the Council and expressed gratitude for their three years of service on the Council: Thomas Warburton, David Schulenberg, Christopher Armitage, Robert Kirkpatrick, David Ganz, Gang Yue, Joy Kasson, Jim Stasheff, Laurie McNeil, Donna Whitney, Arne Kalleberg,

Stephen Walsh, Bereket Selassie, Eileen McGrath, Linda Drake, John Workman, Ronald Link, Jack Boger, Thomas Thornburg, Jo-David Fine, Peter Petrusz, Howard Reisner, Peter Gilligan, Henry Hsiao, Estrada Bernard, Ellen Weiss, Khalid Ishaq, Kenneth Bastow, Laurel Files, Steven Wing, Jan Atwood, Craig Calhoun, Frank Brown, Joseph Flora, Laura Gasaway, and Bonnie Yankaskas.

X. **Nomination and Election of Secretary of the Faculty:** Bernadette Gray-Little, Vice Chair, Advisory Committee.

In Professor Gray-Little's absence, Professor Brown reported that Professor Joe Ferrell was being recommended for election as Secretary of the Faculty by the Advisory Committee. Professor Ferrell was unanimously elected to the office. Professor Ferrell commended the work of Professor Lensing as Secretary of the Faculty.

XI. **Old or New Business.**

There was no Old or New Business.

The meeting adjourned at 4:50 p.m.

George S. Lensing
Secretary of the Faculty

Attachment: Election Results

**Actions of the Council
1995-96**

| <u>Date</u> | <u>Action</u> | <u>Destination</u> |
|-------------------|---|--|
| September 8, 1995 | Resolution of Recognition and Gratitude for Walter Royal Davis. | To Walter Royal Davis. |
| October 13, 1995 | No resolutions. | -- |
| November 10, 1995 | Resolution supporting extension of employment benefits to domestic partnerships, urging administrators to seek health-insurance benefits for domestic partners, and charging Faculty Assembly representatives to work toward adoption of a domestic partners benefits-policy statement. | To Chancellor Hooker, Interim Provost Richardson, Vice Chancellors, Deans, and Chair of Faculty Assembly delegation, Professor Jane Brown. |
| December 8, 1995 | No resolutions. | To Deans, Directors, and Department Heads. |

- January 19, 1996
 Amendment to Faculty Code of University Government extending representation and voting rights to lecturers and lecturer-equivalents under certain conditions.
 To Secretary of the Faculty.
- Resolution from Executive Committee of Faculty Council charging the Educational Policy Committee to act as a liaison with committees and institutional offices between faculty and students.
 To Professors Tony Passamante and James J. Gallagher, co-chairs of Educational Policy Committee.
- Resolution from Executive Committee of Faculty Council calling upon the Chancellor to create a task force to explore mechanisms for facilitating greater faculty-student interaction inside and outside the classroom.
 To Chancellor Michael Hooker.
- Resolution from Committee on Status of Women charging the Office of Affirmative Action to increase its efforts to ascertain reasons why departing faculty members choose to leave and to report to Faculty Council through Committee on Status of Women.
 To Mr. Robert Cannon, Affirmative Action Officer.
- Resolution from Committee on Status of Women calling on Vice Chancellors of Academic and Health Affairs to direct their respective deans to solicit from the deans' unit heads procedures used in promotions from Associate to Full Professor, strategies to promote women's access to Full Professor status, and outcomes of recent decisions in this category. Results should be reported back to the Council in 1996.
 To Interim Provost Richard Richardson and Vice Chancellor Garland Hershey.
- February 23, 1996
 Mechanisms to Implement Salary Principles.
 To Chancellor Hooker.
- March 29, 1996
 Resolution from Educational Policy Committee stating that assignments which are part of final examinations should be announced in course syllabi and become due on date of examination.
 To Deans, Directors, and Department Heads.
- Resolution from Educational Policy Committee stating that no instructional personnel shall tutor students for pay whom they are currently teaching, grading, or evaluating.
 To Deans, Directors, and Department Heads.
- April 26, 1996
 Resolution from Committee on Student Conduct restricting grounds for appeal of cases in student judicial courts.
 To Chancellor Hooker.
- Resolutions identifying small group, individual, and non-traditional forms of teaching, and to create awards for excellence in these areas.
 To Deans, Directors, and Department Heads.

Resolutions urging support for academic support programs and endorsing supplementary instruction programs of School of Medicine and its possible expansion to other schools.

To Chancellor Hooker and Deans, Directors, and Department Heads.

First reading of Amendments to allow fixed-term faculty to serve on and vote for certain standing committees.

FACULTY ELECTION RESULTS, SPRING 1996, FOR ACADEMIC YEAR 1996-97

HAIR, NATURAL SCIENCES DIVISION

Joseph L. Templeton (Chemistry)
Alan Feduccia (Biology), Vice Chair

FACULTY COUNCIL

Fine Arts:
Professors: Roberta A. (Bobbi) Owen (Dramatic Art)

ELECTED COMMITTEES

Advisory Committee

I.R. Stirling Haig, II (Romance Langs.)
Linda Lacey (City & Regional Pl.)
Gilbert C. White, II (Medicine)

Humanities: Assoc. Profs.: Laurie F. Maffly-Kipp (Religion)
Natural Sci.:
Lecturers/Lecturer-Equivs.: Douglas E. Holmgren (Physics)

Athletics Committee

Karla A. Henderson (Leis.St.&Rec.Admin.)
Richard A. Rosen (Law)

Social Sciences:
Asst.Profs./Instructors/Lecturers/Lect.-Equivs.:
Donna H. LeFebvre (Political Sci.)

Educational Policy

Academic Affairs
Humanities: Jack M. Sasson (Religion)
Natural Sciences: Paul D. Fullagar (Geology)
Professional Schls.: Judith L. Meece (Educ.)

Lib./Lib.Sci.:
Assoc.Profs./Libs.: Robert S. Dalton (AA Lib.)
Asst.Profs./Libs./Instrs./General Libs./Lects./Lect.-Egvs.:
Barbara R. Tysinger (Health Sci. Lib.)

Faculty Grievance Committee:

Profs./Libs.: Evelyne H. Huber (Pol.Sci.)
Assoc. Profs./Libs.: Patricia Z. Fischer (PH)
Asst. Profs./Libs.: Megan M. Matchinske (Eng.)

Education: Alternates Only

Journalism & Mass Com.: Alternates Only

Faculty Hearings Committee

Beverly W. Taylor (English)
William F. Finn (Medicine)(1996-97 Alt.)
Lars G. Schoultz (Political Sci.)(1996-97 Alt.)

Law: Profs./Assoc.Profs./Asst.Profs./Instrs./
Lects./Lect.-Egvs.: John M. Conley

Social Work: Alternates Only

Institute of Government: Alternates Only

Financial Exigency & Program Change

Academic Affairs: Peter I. Kaufman (Relig.)
Linda C. Wagner-Martin (Engl.)
Health Affairs: Jo Ann B. Dalton (Nursing)
Edward A. Norfleet (Anesthesiology)

Medicine: Assoc.Profs.: Michael R. Mill (Surgery)
Asst.Profs./Instrs.: Lela W. Brink (Pediatrics)
Anthony Passanante (Anesthes.)
Lects./Lect.-Egvs.: David M. Hattem (Psychiatry)
Jeremy P. Pantell (Ophthalmology)
Virginia K. Shea (Physiology)
Judy A. White (Med. Allied Hlth.)

Honorary Degrees & Special Awards

Susan A. Klebanow (Music)
Joseph S. Pagano (Med./Cancer Ctr.)

Dentistry: Lects./Lect.-Egvs.: Enrique Platin (Diagnost. Sci.)

Faculty Assembly Delegation

George Rabinowitz (Pol.Sci.)

Nursing: Alternates Only

Executive Committee of the Faculty Council

Sue E. Estroff (Social Med.)
Darryl J. Gless (English)
Laurie E. McNeil (Physics & Astr.)
Joseph S. Pagano (Med./Cancer Ctr.)

Pharmacy: Profs./Assoc. Profs.: Fred M. Eckel
Asst.Profs./Instrs./Lects./Lect.-Egvs.:
E. Christine Hanson-Divers

Administrative Board of the Library

Fine Arts: David A. Hammond (Dramatic Art)
Humanities: Jack M. Sasson (Relig.)
Natural Sci.: James M. Coggins (Comp.Sci.)
Social Sci.: M. Catharine Newbury (Pol.Sci.)
AA Libs.: Alternates Only

Public Health: Profs.: Donald L. Fox (Env.Sci.&Eng.)
Asst.Profs./Instrs.: Vangie A. Foshie (PH Nursing)
Lects./Lect.-Egvs.: Shrikant I. Bangdiwala (Biost.)

SPECIAL REPORT OF THE COMMITTEE ON UNIVERSITY GOVERNMENT

Voting and Office-Holding Privileges for Fixed-Term Faculty

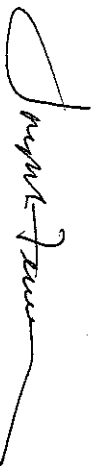
March 4, 1996

On February 9, 1996, the General Faculty gave final approval to an amendment to the *Faculty Code of University Government* that extends to certain fixed-term faculty the right to vote for and serve on the Faculty Council. When this *Code* amendment was explained and discussed on first reading, the question of full voting and office-holding privileges for fixed-term faculty was raised. Subsequently the Committee on University Government addressed that concern and now proposes a *Code* amendment that will grant full voting and office-holding privileges to fixed-term faculty who met the criteria for service on the Faculty Council previously approved.

We have examined each office and committee established by the *Code*. In each instance we asked whether any additional qualifications should be established for that position in view of the expansion of the electorate to include fixed-term faculty. We have identified only three positions for which we recommend qualifications more restrictive than those now contained in the *Code*: the chair of the faculty, the secretary of the faculty, and the Advisory Committee. In addition, we sought and followed the advice of the Faculty Grievance Committee as to how to incorporate fixed-term faculty into the composition of that committee in view of the fact that it is apportioned on the basis of rank.

Our recommendations are embodied in the attached amendment.

Respectfully submitted
Committee on University Government



Joseph S. Ferrell, chair
Laurel Files
Michaela Gallagher
Harry Gooder
Janet Mason
Royce Murray
Jack Sasson
George Lensing, *ex officio*

A RESOLUTION AMENDING THE FACULTY CODE OF UNIVERSITY GOVERNMENT TO EXTEND VOTING FACULTY PRIVILEGES TO CERTAIN FIXED-TERM FACULTY, TO ESTABLISH ADDITIONAL QUALIFICATIONS FOR ELECTION TO CERTAIN POSITIONS, AND TO EXPAND THE MEMBERSHIP OF THE FACULTY GRIEVANCE COMMITTEE.

Section 1. **General requirements for voting and office-holding.**

(a) Section I.D. of the *Faculty Code*, as amended on February 9, 1996, is rewritten to read:

~~“Except as otherwise provided in this Code, the right to vote for and hold offices established by the Code is limited to members holding faculty ranks of Professor, Associate Professor, Assistant Professor, and Instructor and those librarians who are members of the General Faculty. Except as otherwise provided in this Code, the Voting Faculty comprises (i) all members of the General Faculty having tenured or probationary-term appointments, (ii) librarians who are members of the General Faculty, and (iii) fixed-term faculty whose positions satisfy the following criteria:~~

- a) ~~The position is for full-time service and is not a visiting appointment; and~~
- b) ~~The duties of the position are primarily teaching, research, or both; and~~
- c) ~~The actual or anticipated length of service in the position is at least three years. This criterion is satisfied if (i) the current term of appointment is for three years or more, or (ii) the appointment is a renewal appointment to the same position and the combined length of the current term and the immediately preceding terms is three years or more.~~

Only members of the Voting Faculty are eligible to hold offices established by the Code.”

(b) Section II.D. of the *Faculty Code*, as enacted on February 9, 1996, is repealed.

Comment. The effect of the revision of Section I.D. is to enable fixed-term faculty who meet the stated criteria to vote for and hold all elected positions and to hold any appointive position established by the *Faculty Code*, except when the *Code* expressly imposes more restrictive qualifications. The revision of Section I.D. tracks the language of new Section II.D., which now becomes redundant and is therefore repealed.

Sec. 2. **Chair of the Faculty.** The first sentence of Section III.A.3 of the *Faculty Code* is rewritten to read:

“Nominations shall be made by the Advisory Committee, which shall select and submit the names of three qualified persons who hold the rank of professor.”

Sec. 3. **Secretary of the Faculty.** The second sentence of Section II.B.2 of the *Faculty Code* is rewritten to read:

“The Advisory Committee shall nominate one member of the faculty having permanent tenure to the Faculty Council, which, after opportunity has been given for nominations from the floor, shall proceed to elect a Secretary of the Faculty.”

Sec. 4. **Advisory Committee.** Section IV.B.(a)(i) of the *Faculty Code* is rewritten to read:

“The Advisory Committee shall consist of nine elected members holding the rank of professor, the Chair of the Faculty (III.A.), and the Secretary of the Faculty (III.B.)”

Comment. This change reflects the major role that the Advisory Committee customarily performs in advising the Chancellor with respect to recommendations for appointment, reappointment, and promotion of tenure-track faculty.

Sec. 5. Faculty Grievance Committee. Section IV.B.(1)(d)(i) of the *Faculty*

Code is rewritten to read:

“(i) The Faculty Grievance Committee shall consist of ~~nine-ten~~ elected members. At all times three of the members shall have been Professors when elected, three shall have been Associate Professors, ~~and~~ three shall have been Assistant Professors, and one shall have held a fixed-term faculty appointment. A member’s promotion in rank during a term of office shall not terminate his or her membership. The term of office shall be three years. One Professor, one Associate Professor, and one Assistant Professor shall be elected each year. One person holding a fixed-term appointment shall be elected in 1997 and every third year thereafter.”

Comment. This change was suggested by the Faculty Grievance Committee as an appropriate way to include fixed-term faculty among its membership.

Sec. 6. Upon final approval, this resolution shall become effective retroactively for all elections and appointments conducted or made pursuant to the *Faculty Code* on or after July 1, 1996.

**ADDENDUM TO THE SPECIAL REPORT OF THE COMMITTEE ON UNIVERSITY
GOVERNMENT CONCERNING VOTING AND OFFICE-HOLDING PRIVILEGES FOR
FIXED-TERM FACULTY.**

April 25, 1996

Dean Stephen Birdsall reports that the Faculty Advisory Committee and the Chairs Advisory Committee of the College of Arts and Sciences have reviewed and concur in the following proposals of the Committee on University Government for *Faculty Code* amendments affecting voting and office-holding privileges for fixed-term faculty in the College. Accordingly, the Committee on University Government offers the following amendment to the proposed *Code* amendment circulated with the agenda for the April 16, 1996, General Faculty meeting.

Sec. 6. College of Arts and Sciences.

(a) Section VI.D.(7) of the *Faculty Code* is rewritten to read:

“7) All members of the General Faculty holding appointments in the departments within the College of Arts and Sciences are members of the Arts and Sciences Faculty. Only members holding the faculty ranks of Professor, Associate Professor, Assistant Professor, and Instructor have the right to vote for and hold the offices of Division Chair and Vice Chair.”

(b) Section VI.E.(4) of the *Faculty Code* is rewritten to read:

“4) The Chair, after consultation with the Voiting Faculty of the department (as defined in Section I.D. of the *Faculty Code*) shall: (i) prepare and transmit the departmental budget; (ii) formulate and administer departmental personnel policies, including recommendations for appointments, increases, and promotions, provided that in making such recommendations, consultations shall be required only with the assembled full professors; (iii) prepare programs of course offerings and schedule the duties of the departmental staff; (iv) formulate and implement educational policies; (v) maintain instructional facilities, including library resources.”

(c) Section VI.E.(5) of the *Faculty Code* is rewritten to read:

“5) The Department shall hold regular meetings at least once every three months. Special meetings may be called by the Chair. He or she shall call a special meeting upon the request of one-half of the voting members of the department. The Chair shall preside at all meetings. A Secretary of the departmental faculty shall be elected by the Department and shall keep an accurate record of its proceedings. Those members of the department who are members of the Voiting Faculty as defined in Section I.D. of the *Faculty Code* shall vote in departmental meetings or on departmental matters, except that voting privileges with respect to matters affecting faculty appointments, reappointments, and promotions shall be limited to members holding tenured or probationary-term appointments.”

MEMORIAL
WALTER NEEF VICKERY
Professor of Slavic Languages
(1921-1995)

PRESENTED TO THE FACULTY COUNCIL
OF THE UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL
February 1996

Professor Walter Neef Vickery was born on September 4, 1921, in London. An excellent humanistic education gave him a good command of Latin and ancient Greek, near-native fluency in French, as well as some knowledge of other European languages, notably German and Italian. In 1940, at age 19, he enlisted in the Royal Navy, serving five years as a gunner, partly on Norwegian vessels. On his discharge in 1945 he enrolled in Oxford University, where in 1948 he received the B.A. in Russian language and literature with first-class honors, followed by an M.A. in 1952. He remained in Oxford as a lecturer from 1948 until 1953, except for the year 1951-52, which he spent in Moscow, working under the auspices of the British Foreign Service for the U.S.-British Joint Press Reading Service.

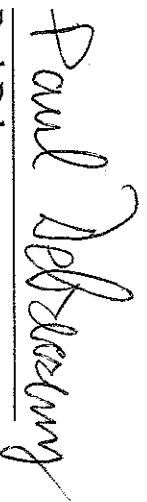
In 1953 Vickery emigrated to Canada. As a respite from intellectual pursuits, he worked two years as a laborer in a cement factory, apparently with great satisfaction. In 1955, however, he decided to resume his academic career and enrolled as a graduate student at Harvard. There he completed work for the Ph.D. in Slavic languages and literatures in three years. He subsequently taught as an Assistant and Associate Professor at Indiana University, 1958-64; as a Professor at the University of Colorado, 1965-69, and as a Visiting Professor at Yale University, 1975. He joined the faculty of the University of North Carolina at Chapel Hill as Professor in 1969 and remained in that position till his retirement in 1992. He has taken a permanent place in the history of UNC as the founder of the Department of Slavic Languages, which he chaired from 1969 till 1974. He taught a wide repertory of courses on Russian literature, including Old Russian literature, the eighteenth century, versification, and seminars on individual authors. He also taught comparative versification for the Curriculum in Comparative Literature.

Perhaps as a result of his sojourn in Moscow in the early 1950's, Vickery's early scholarly work focused on the contemporary Soviet literary scene. His dissertation was eventually converted into a pioneering book, The Cult of Optimism (Indiana University Press, 1963, rpt., Kraus, 1976). In the meantime he had (with Hugh McClean) co-edited The Year of Protest, 1956 (Vintage Books, 1961; rpt., Greenwood Press, 1974), and translated Viktor Nekrasov's Kira Georgievna (Pantheon Books, 1962).

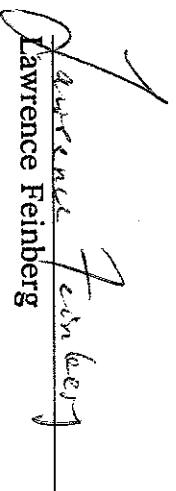
In subsequent years, however, Vickery turned his attention almost exclusively to Russian poetry, mainly of the nineteenth century, approaching this subject with a warmly appreciative, but refreshingly unpretentious and unsentimental attitude. He became a recognized authority on questions of versification, publishing on this topic

numerous articles; with Edward Stankiewicz, he also edited a translation of Viktor Zhirmunskii's Introduction to Metrics (The Hague: Mouton, 1966). Vickery was one of the few Western scholars to have an article published in a Soviet journal (Russkaia literatura). He was also interested in poets' biographies and in general literary topics. His study of Pushkin's duel and death (The Death of a Poet, Indiana University Press, 1968) was widely admired for its sober common sense as well as its scholarly thoroughness. It was followed by an excellent introductory summary of Pushkin's life and works in the Twayne Series (1970), to date the most widely used introduction in English to Russia's national poet. A revised edition was brought out in 1993. The breadth of Vickery's interests is also indicated by the XVIIIth-Century Russian Reader he co-edited with C. L. Drage (Oxford University Press, 1969), and by the international symposium he convened at the University of North Carolina, whose proceedings he co-edited with Bogdan Sagatov under the title Alexander Blok Centennial Conference (Columbus, Ohio: Slavica, 1984). After retiring in 1992 and despite illness, Vickery completed a comprehensive study of the life and work of Mikhail Lermontov, which is now being considered for publication.

Walter will be remembered by his colleagues and generations of students for his broad culture, remarkable intelligence, and personal charm. He was very much a literary scholar, but his interests were not confined to his own field. As a senior professor he took courses, and became quite an expert in mathematical statistics as well as Greek archeology. He also loved the mountains, and climbed all 54 of Colorado's 14,000-foot peaks. He spent the all too few years of his retirement in the beautiful setting of Seeley Lake, Montana, where he died on October 15, 1995. He is survived by his sister, Anne, by his six children, Ian, Peter, Tina, Helen, Carl, and Eileen, and by six grandchildren.



Paul Debrezény



Lawrence Feinberg

COMMEMORATIVE STATEMENT
OF THE FACULTY COUNCIL

THE UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL

February 1996

WALTER NEEF VICKERY

Professor of Slavic Languages
(1921-1995)

Professor Walter Neef Vickery died on October 15, 1995, in Seeley Lake, Montana.

Professor Vickery was born on September 14, 1921, in London. An excellent humanistic education gave him a good command of Latin and ancient Greek, near-native fluency in French, as well as some knowledge of other European languages. In 1940 he enlisted in the Royal Navy, serving five years as a gunner. On his discharge in 1945 he enrolled in Oxford University, where in 1948 he received the B.A. in Russian language and literature, followed by an M.A. in 1952. He remained in Oxford as a lecturer from 1948 until 1953. Having emigrated first to Canada, then to the United States, he completed work for the Ph.D. in Slavic languages and literatures at Harvard University in 1958. He subsequently taught at Indiana University and the University of Colorado. He joined the faculty of the University of North Carolina at Chapel Hill as Professor in 1969 and remained in that position till his retirement in 1992. He has taken a permanent place in the history of UNC as the founder of the Department of Slavic Languages, which he chaired from 1969 till 1974. He taught a wide repertory of courses on Russian literature, including Old Russian literature, the eighteenth century, versification, and seminars on individual authors. He also taught comparative versification for the Curriculum in Comparative Literature.

Vickery's early scholarly work, focusing on the contemporary Soviet literary scene, included The Cult of Optimism (1963) and The Year of Protest: 1956 (publ. 1961). In subsequent years, however, he turned his attention almost exclusively to Russian poetry, mainly of the nineteenth century, and became a recognized authority on questions of versification, publishing on this topic numerous articles. He was one of the few Western scholars to have an article published in a Soviet journal (Russkaia literatura). He is also well known for his study of Alexander Pushkin's duel and death (The Death of a Poet, 1968) and his excellent introductory summary of Pushkin's life and works in the Twayne Series (1970, 2nd ed. 1993), to date the most widely used introduction in English to Russia's national poet. The breadth of Vickery's interests is also indicated by his XVIIIth-Century Russian Reader (1969), and by the international symposium he convened at the University of North Carolina, whose proceedings he published under the title Alexander Blok Centennial Conference (1984). After retiring in 1992, and despite illness, Vickery completed a comprehensive study of the life and work of Mikhail Lermontov, which is now being considered for publication.

Walter will be remembered by his colleagues and generations of students for his broad culture, remarkable intelligence, and personal charm. He was very much a literary scholar, but he also loved the mountains, and climbed all 54 of Colorado's 14,000-foot peaks. He spent the all too few years of his retirement in the beautiful setting of Seeley Lake, Montana, where he died on October 15, 1995. He is survived by his sister, Anne, by his six children, Ian, Peter, Tina, Helen, Carl, and Eileen, and by six grandchildren.

Paul Debrezzeny and Lawrence Feinberg

DONALD GENTRY TARBET

May 15, 1917 - May 1, 1995

Donald Gentry Tarbet, former professor of Education and Director of Summer session at the University of North Carolina at Chapel Hill, at the age of seventy-eight, died at Hillhaven Rehabilitation and Health Center on May 1, 1995. He had taught at UNC since 1952 and his death was a deep personal loss to his family, colleagues, and to his former graduate students.

Donald Tarbet was born and reared in Shelby County, Missouri. He was the only child of Omer and Lucille Tarbet. He lived on a farm and rode his horse to Shelbyville High School each day. He graduated from high school in 1933 and attended Culver-Stockton College in Canton, Missouri, for two years. He played the violin in the school orchestra and sang solos in the choir. After his two years at Culver-Stockton he transferred to the University of Missouri at Columbia and was graduated from this institution in 1938. While at the university Don was a member of the Men's Glee Club as well as Phi Mu Alpha, an honorary music fraternity. He was also inducted into Phi Delta Kappa, an honorary education fraternity.

Don grew up in a church-oriented family and always participated in church activities, especially musical events. His life long interest in music grew out of his early church choir experience.

In 1938 Don was hired as Director of Music and teacher of Social Studies at Ellington High School in Ellington, Missouri. He taught there for two years before moving to Pattonville, Missouri in St. Louis county where he was also the Director of Music and a teacher of Social Studies. In 1941 he married Justeen Bates at Cape Girardeau, Missouri. Don was scheduled to enter the armed forces in August of 1941 but was granted a deferment since his Superintendent of Schools could not find a replacement for him. He reported for active duty in the military on January 5, 1942. At this time the Army was in need of skilled typists and Don was very adept in this area.

His first assignment was typing "dog tags" for new recruits using an addressograph machine. Don remained at Jefferson Barracks in Missouri until May, 1994, when he was sent to Camp Grant in Rockford, Illinois. He remained there for a short period of time until he was ordered to Fort Hamilton, New York. He was assigned to the Advanced Party for the 170th General Hospital Division and in November boarded the Isle DeFrance troop ship along with 11,000 other troops for an Atlantic crossing to France. During the crossing, Don was thrilled to learn that Bing Crosby and a group of entertainers were also aboard the ship and he enjoyed the several presentations Crosby's group gave for the soldiers.

After arriving in France the troops were ordered to LeMans. Part of the trip to LeMans was made in World War I box cars called "40 and 8's" which meant that either 40 men or 8 horses could be transported in these cars. It took three days and two nights to cover 120 miles. Because of bad weather - rain, mud, and more rain- the Advanced Party of this hospital unit arrived well before the supplies for the hospital did. Therefore the troops lived in pup tents for seven weeks. Don's primary responsibilities was in the admitting office and he processed orders for the injured soldiers who were brought from the front lines to his general hospital unit. The 170th General Hospital was originally scheduled to move to the area close to the "Battle of the Bulge" but bad weather held up the move. As the war begun dwindling down, the 170th was turned into a German Prisoner of War Hospital. The German patients ranged in age from fourteen to sixty-four. Don was very impressed by the skill and compassion of the German doctors who worked in the hospital with very limited equipment and supplies.

When the war finally ended, Don was sent to Camp Top Hat in Antwerp, Belgium. On December 2, he boarded the USS John Cropper bound for Hampton Roads, Virginia. He arrived in Hampton Roads on December 21 after a stormy nineteen day crossing of the Atlantic. On December 27, 1945 he was discharged from the Army. During his military career Don managed to gain some forty pounds going from a gangly 170lbs to 210lbs. He had outgrown all his civilian clothes and in 1945 it was almost

impossible to find clothes in the stores since everything had "Gone to War". As a result he had to continue wearing his uniform much longer than he had expected.

In January of 1946 Don returned to Pattonville High School to resume his teaching career. He later became principal of the Junior High School in Pattonville. During his stay at Pattonville he also served in 1947, as a part-time instructor at Washington University in St. Louis, Missouri. In 1948, he moved to Warrensburg, Missouri where he was named principal of the local high school. He remained in Warrensburg until 1951. While at Warrensburg, Don was also a part-time instructor at Central Missouri State University. In 1951-52, he was a part-time instructor at the University of Missouri at Columbia while finishing his graduate work for Ed.D degree in School Administration. He had previously received the M.Ed. in Secondary School Administration in 1946 from the University of Missouri.

Upon finishing his doctoral work Don was hired in 1952 as an assistant professor in the School of Education at the University of North Carolina at Chapel Hill. His early research interests centered around the study of instruction via television. He was interested in studying the possibilities of teaching secondary students through the medium of television as well as providing in-service education to their teachers in this field, Television and our schools, and studied the achievement levels of students taught by television versus those taught by more traditional methods of instruction. During his academic career, he published twenty-two articles relating to television and other media systems as instructional delivery techniques.

In 1956, Don was promoted to Associate Professor of Educational Administration, and in 1961 he was named full professor. Throughout his teaching career, Don served as a visiting professor at other universities across the country during the summers. These universities include: Duke, University of Colorado at Boulder, and Portland State University in Portland, Oregon.

His career at UNC-Chapel Hill included numerous experiences in administration, consultation, and committee work. He served on the Administrative Board of the

General College; the Administrative Board of the School of Dentistry, and the Administrative Board of the School of Education. He did extensive consultation work with the public school systems of North Carolina. A sample of these school systems would include Caswell County Schools, Lenoir County Schools, Person County Schools, Stanley County Schools, Goldsboro City Schools, Pinecrest High School in Moore County, Salisbury City Schools, and Robeson County Schools.

Don supervised the doctoral programs of eighteen students throughout his tenure. In addition he served on numerous committees for Master's degree students and directed the field studies of fifteen candidates for the Advanced Certificate in School Administration.

In 1969, Don was named Director of Summer Sessions of the University of North Carolina at Chapel Hill. He served in this role for eighteen years. While he continued to teach, his major responsibility was as an administrator from this time until his retirement. He moved the Summer session from a primary emphasis on teachers in the public schools returning for certificate renewal credit to a broad based university wide program with wide ranging course offerings across the campus. He loved collecting data regarding Summer session enrollments and course offerings. Dr. Jim Murphy who succeeded Don as Director of Summer Sessions said, "He was a diligent recorder of summer activities at all levels and breakdowns of data and he did all this over eighteen years using a calculator and a typewriter." He had access to computer files and spreadsheets, there is no telling what data records and trends he would have designed and used for analysis of summer programs, enrollments, and renewals."

Don quickly became a professional in Summer School Administration. He was much respected and well liked by colleagues across the country who held positions similar to his at UNC-Chapel Hill. It is estimated that he knew personally over 400 Summer School Administrators who represented their schools in the North American Association of Summer Sessions and the North Carolina Association of Summer Sessions. In both of these organizations he served as Chair of various committees, was

an officer, was elected President, and received some distinguished service, meritorious, or lifetime member award. Dr. Murphy said, "There could not have been a finer representative serving our university in this capacity".

Don was a member of numerous professional organizations including: American Association of Educators, National Education Association, Phi Delta Kappa, Horace Mann League of America, and Phi Mu Alpha.

He was active in the Kiwanis Club of Chapel Hill serving four terms on the Board of Directors and one term as Vice President.

As outstanding as he was as a teacher and administrator, Don Tarbet was an even more remarkable person. The word most frequently used by his colleagues and friends to describe Don was gentle. A colleague, Professor Sterling Hennis said, "I do not think that I have ever known a man who fits the term gentleman better than Don", Professor Neal Tracy remembers Don as "a gentleman and a gentle man. He gave his best". Don was truly a gentleman and a gentle man. Don also was a most effective mentor for young faculty members before the concept of mentoring was in fashion.

He took great pleasure in welcoming new faculty into the university, often inviting them to play golf with him on weekends. Dr. Hunter Ballew, one of those young faculty whom Don mentored says "As a new and lowly instructor here, I was made to feel welcome by Don and other members of the faculty. I felt it quite an honor when he, a Senior Professor, invited me to play golf with him".

Often colleagues remember Don for his loyalty and integrity. Dr. Sam Holton remembers Don "as good company". He was a loyal member of the faculty and a loyal friend. His students, principals, and other school administrators across the state and region frequently asked about him and asked to be remembered to him. All of them considered him a special friend.

Former Chancellor Christopher C. Fordham III said it was always a pleasure and a privilege to know and work with Don Tarbet. "He was a superb example of an effective,

caring professional who performed with distinction and effectiveness. He is remembered warmly by his friends and colleagues".

Dr. James Gallagher, Kenan Professor of Education, summarized Don as a colleague and as a person. "Don Tarbet was a model of what a colleague should be. A friend of young faculty members, a consultant to others when consultation was needed and called for, and above all, a man of quiet and good judgment. He did not stand aloof from the many educational storms around him but was able to find a sensible path into the future that stood the test of time. There will never be enough of those qualities in academia and Don's stability and balance will be missed."

Don was a devoted husband to Justeen for 54 years. They were a couple who enjoyed each other and shared closely the activities of their lives.

Upon hearing of Don's death, a friend said he preferred to think that Don and God had been playing a round of golf and as they got well into the back nine of their round Don grew weary and weak. God said to Don "we're closer to my house than we are to yours why don't you come on home with me?" and so he did.

COMMEMORATIVE STATEMENT

Donald Gentry Tarbet

May 15, 1917 - May 1, 1995.

Donald Gentry Tarbet, former Professor of Education and Director of the Summer Sessions at the University of North Carolina at Chapel Hill, died on May 1, 1995. He taught at the university from 1952 until he retired in 1987. He is survived by his wife, Justeen Tarbet.

During high school and college, Don was very involved in instrumental and choral music. In his first teaching job, he was also director of music at Ellington High School in Ellington, Missouri. In 1941, he married Justeen Bates at Cape Girardeau, Missouri. In 1942, Don entered the armed forces and was eventually assigned to the advanced party for the 170th General Hospital Division in France. Following his service in World War II, Don completed his Master's and doctoral degrees at the University of Missouri. He joined the faculty of the University of North Carolina at Chapel Hill soon after completing his doctoral degree. His early research interests centered around the study of instruction via television. He published more than 20 articles related to television and other media systems as instructional delivery tools. During his career at UNC, Don served as a visiting summer school professor at several other universities, including Duke University, University of Colorado, and Portland State University (Oregon). At UNC, Don served on the administrative boards of the General College, School of Dentistry, and the School of Education and served as a regular consultant to the public schools in North Carolina.

In 1969, Don was named Director of the Summer Sessions of the University of North Carolina, a position he held for 18 years. He loved collecting data regarding summer session enrollments and course offerings, and this was before computers were readily available. Don quickly became a professional in summer school administration. He was much respected and well liked by colleagues across the country who held positions similar to his at UNC-Chapel Hill. It is estimated that he knew personally over 400 summer school administrators who represented their

schools in the North American Association of Summer Sessions and the North Carolina Association of Summer Sessions. In both of these organizations, he served as chair of various committees, was an officer, was elected president, and received distinguished service, meritorious, or lifetime member awards. Dr. Jim Murphy who succeeded Don as Director of Summer Sessions said, "There could not have been a finer representative serving our university in this capacity."

The word most frequently used by his colleagues and friends to describe Don was "gentle." One colleague remembers Don as "a gentleman and a gentle man. He gave his best". Don was truly a gentleman and a gentle man. Don also was a most effective mentor for young faculty members before the concept of mentoring was in fashion. He took great pleasure in welcoming new faculty into the university, often inviting them to play golf with him on weekends. Another colleague said, "Don Tarbet was a model of what a colleague should be. A friend of young faculty members, a consultant to others when consultation was needed and called for, and above all, a man of quiet and good judgment. He did not stand aloof from the many educational storms around him but was able to find a sensible path into the future that stood the test of time. There will never be enough of those qualities in academia and Don's stability and balance will be missed."

Don was a devoted husband to Justeen for 54 years. They were a couple who enjoyed each other and shared closely the activities of their lives.

The committee moves that copies of the full memorial be entered into the Permanent Minutes of the Faculty and that a copy be sent to Justeen.

Richard H. Coop, Chair

Gary B. Stuck

April 26, 1996, Faculty Council

**PROPOSED AMENDMENTS TO THE INSTRUMENT OF STUDENT JUDICIAL
GOVERNANCE**

The following proposals are being recommended by the Committee on Student Conduct. Faculty members on that Committee include: Robert Byrd, Chair (School of Law), Robert Adler (Kenan-Flagler School of Business), Tom Bowers (School of Journalism), Beverly Foster (School of Nursing), George Lensing (Dept. of English), Stephen Weiss (Dept. of Computer Science). On Wednesday, March 27, 1996, the proposals were approved by Student Congress. For them to become effective, they must also be approved by the Faculty Council and the Chancellor.

- 1) Amend Section VI.A. by deleting the first two lines and substituting therefore the following: "An appeal from a determination of a court exercising original jurisdiction may be filed on the following grounds:"
- 2) Amend VI. by adding a new subsection B to read as follows and relettering existing subsections B, C, and D respectively as subsections C, D, and E: "An appeal from a determination of a court exercising appellate jurisdiction may be filed only on grounds of violation of basic rights."

FACULTY INITIATIVE ON TEACHING

Annual Report to the Faculty Council

April, 1996

The Faculty Initiative on Teaching is a newly-created Faculty Council committee aimed at both the improvement of and celebration of good teaching at the University of North Carolina-Chapel Hill. FIT is an on-going effort with a long-term committee to ensure that teaching issues remain prominent on the agenda of the Faculty Council and to encourage faculty in their continuing efforts to engage in excellence in all manner of teaching. Moreover, FIT is integral to our efforts to approve the intellectual climate. To accomplish the goals of FIT, the following programs and initiatives are planned.

- Establish & support Teaching Circles
- Sponsor short programs on teaching
- Promote use of technology in effective teaching
- Encourage creation of new departmental awards for outstanding teaching
- Increase faculty use of the Center for Teaching and Learning (CTL)
- Implement use of teaching portfolios in tenure & promotion consideration
- Develop campus-wide peer reviews for all faculty
- Establish a continuing agenda to improve teaching on the campus

ESTABLISH AND SUPPORT TEACHING CIRCLES AND OTHER SIMILAR GROUPS

1. Apply for funding to create and support a Teaching Scholars program.
2. Educate the faculty about Teaching Circles and encourage their formation.
3. Develop methods to publicize Teaching Circles and stimulate interest.
4. Identify funding to support the activities of each teaching circle.
5. Collaborate with the CTL to develop evaluation methods to determine the effectiveness of Teaching Circles and mechanisms for sharing the outcomes of such groups.
6. Encourage the establishment of discussion groups within schools and departments to focus on teaching around specific curricular issues.

SPONSOR SHORT PROGRAMS ON TEACHING

1. Offer lunch time brown bag sessions on teaching for the Faculty Council and other interested faculty.
2. Work with CTL, campus libraries, OIT and other appropriate units to plan and offer programs on specific topics relating to teaching.
3. Find ways to publicize programs to ensure adequate faculty participation.

ENCOURAGE CREATION OF NEW DEPARTMENTAL AWARDS FOR OUTSTANDING TEACHING

1. Encourage departments, divisions, curricula, etc., to create new teaching awards.
2. Encourage the broadening of what is recognized as teaching for such awards and include a wide range of innovation and in instruction and development of teaching materials, advising of doctoral students, participation in dissertation committees, and the like.
3. Survey the addition of new teaching awards and maintain a master list of awards.

PROMOTE USE OF TECHNOLOGY IN EFFECTIVE TEACHING

1. Provide support for faculty development in the use of technology in teaching.
2. Assist faculty in developing course content that integrates the use of appropriate technology.
3. Urge the university of provide access to essential teaching technology (hardware, software, communications) for all faculty.
4. Ensure adequate technical support for innovative modes of instruction.
5. Support student access to technology to participate fully in courses that rely on technology for instruction.

PROMOTE FACULTY USE OF THE CENTER FOR TEACHING AND LEARNING

1. Perform a liaison function for the CTL with the faculty at large.
2. Co-sponsor programs and workshops with the CTL when appropriate.
3. Obtain CTL assistance in evaluating the outcomes of various FIT initiatives.
4. Encourage faculty participation in CTL activities and utilization of CTL resources
5. Support the CTL in budget requests to ensure adequate funds to carry on its activities.

IMPLEMENT USE OF TEACHING PORTFOLIOS IN TENURE AND PROMOTION CONSIDERATION

1. Provide technical assistance and guidelines on creating teaching portfolios.
2. Sponsor focus groups on the use of teaching portfolios in departments.

DEVELOP CAMPUS-WIDE PEER REVIEW FOR ALL FACULTY

1. Study the departments and schools which have implemented peer reviews for all faculty to determine the range of procedures used and the number of departments with active peer review programs.
2. Encourage deans to require the use of teaching portfolios in peer review.
3. Present programs and develop materials to assist departments in implementing peer reviews.
4. Collaborate with the CTL to develop evaluation tools to determine how peer review is working on the campus.

ESTABLISH A CONTINUING AGENDA TO IMPROVE TEACHING ON THE CAMPUS

1. Plan and hold a one-day conference for the Faculty Council and campus administrators to develop issues on a long-term agenda.
2. Develop the agenda.
3. Report the agenda to the faculty at large for comment and input.
4. Implement the agenda.

Laura N. Gasaway, Chair
Thomas A. Bowers
Jane D. Brown
Sue E. Estroff
Peter H. Gilligan
James L. Peacock



THE UNIVERSITY OF NORTH CAROLINA
AT
CHAPEL HILL

Secretary of the Faculty
The University of North Carolina at Chapel Hill

(919) 962-2146
FAX: (919) 962-5479

Office of Faculty Governance
CB# 9170, 203 Carr Bldg.
Chapel Hill, NC 27599-9170

June 17, 1996

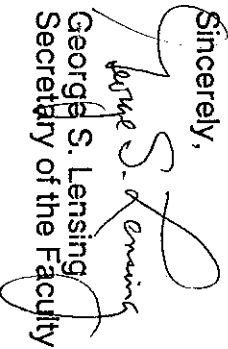
TO: Deans, Directors, and Department Chairs

Dear Colleagues:

At the Faculty Council meeting on April 26, the attached resolution was approved. It calls upon Deans, Directors, and Department Chairs to explore ways of recognizing individual, small groups, and non-traditional forms of teaching; and to create awards for excellence in these areas.

The resolution is attached.

Thank you very much.

Sincerely,

George S. Lensing
Secretary of the Faculty

GSL:rsm

Attachment

Adopted

April 26, 1996, Faculty Council Meeting

A RESOLUTION

Teaching is of vital importance to the UNC-CH campus community;

We believe that increased recognition of outstanding teaching, teaching enhancement, and innovations in teaching would contribute to improving the intellectual climate on the UNC-CH campus;

Be it resolved that the Faculty Council calls on Deans, Directors, and Department chairs to recognize small group, individual, and non-traditional forms of teaching, and to create awards for excellence in these areas, especially the following:

1. Faculty advising of undergraduate, graduate, and professional students
2. Contributions to graduate and undergraduate student dissertation and thesis preparation
3. Instructional innovations and development of creative and effective teaching materials
4. Small group teaching
5. Precepting of community-based projects and other hands-on experiences for students
6. Teaching beyond the classroom

From: Faculty Initiative on Teaching, a Committee of the Faculty Council

Laura N. Gasaway, Chair

Jane Brown

Sue Estroff

Peter Gilligan

Jim Peacock

April 26, 1996
Committee on the Status of Minorities and the Disadvantaged
Revised Annual Report, 1995-96

Members: Judith Blau, chair (1993-96), Peter Kaufman, 1993-96), Pierre Morell (1993-96), Anita Brown-Graham (1994-97), Svein Toverud (1995-98), Evelyn Huber (1995-98), William Darity (1995-98); Audrey Johnson (1995-98); Laura Thomas (ex-officio), Harold Wallace (ex-officio)

Members leaving the committee this year: Judith Tintinalli

Meetings: 3/7/95, 4/26/95, 9/15/95, 10/9/95, 10/23/95, 11/20/95, 1/26/96, 2/16/96, 2/28/96, 3/15/96, 3/19/96, 3/29/96.

Annual Report prepared by: Judith Blau (chair) with review by the full committee.

Committee charge: Established by the Chancellor, the Committee on the Status of Minorities and Disadvantaged (CSMD) "serves as a concrete expression of institutional concern for minorities and the disadvantaged at UNC and as a mechanism for dealing with problems associated with minority or disadvantaged status. "

Report of Activities: Meetings early in the 1995/96 academic year focused on three issues: (1) Mentoring programs for underprepared students, particularly in "gateway courses," namely, large classes that are highly impersonal and formidable for underprepared students, a disproportionate number of whom are minority students; (2) Diversity issues in classroom instruction; and, (3) Recruitment and retention of minority faculty and students.

The context for these meetings was our alarm about attacks on affirmative action programs. The Committee met with representatives from the following: the Committee on the Status of Black Faculty, the Campus Diversity Training Project, the Affirmative Action Office, Task Force on the Recruitment and Retention of Minority Students and Faculty (RRMSF), and representatives from the committee to establish mentoring programs in undergraduate science and math courses. (This was initiated by the Medical School and represents important new cross-campus collaboration for the purpose of preparing minority students for careers in the allied health professions, science, and math.) We also informed the Director of the International Center of our support. This was in the context of pending immigration legislation that might affect foreign faculty and students.

Meetings during the remainder of the academic year focused almost exclusively on item (1) above. We met with

representatives of the various programs that provide academic support relating to minority students, including M.E.D., the Bridge Program, the Learning Center, Center for Teaching and Learning. Members also met with Chancellor Hooker to discuss our concerns and views. The committee members concluded that sources of difficulties for underprepared and disadvantaged students are the large, impersonal "gateway" courses. Supplementary Instruction classes have proven to be highly successful at other universities, and at ours, when they have been used.

Therefore, be it resolved that:

1. Departments absorb more of the responsibilities for working with students who are underprepared, many of whom are members of groups that are statistically underrepresented in the student body.
2. Departments consider developing structures, such as supplementary instruction classes, for the purpose of better integrating underprepared students into academic programs.
3. Departments seek advice from the Center for Teaching and Learning and the Learning Skills Center in developing such structures.
4. The Faculty Council urge Deans and Associate Deans to provide support for departments in adopting such structures.

February 23, 1996
Committee on Black Faculty
(Appointed by the Chair of the Faculty)
Annual Report

Members: D. Soyini Madison (1991-98), Chair; Georgette Dent (1993-96); Ann Dunbar (1995-1999); Tera Hunter (1995-1998); David Newbury (1995-98).

Meetings: 9/22, 10/27, 11/8, 1/10.

Report prepared by: D. Soyini Madison with review of full committee.

Members leaving committee during past year: George Noblit, Chair; Glenn D. Hinson; Richard Hunter; Ann Woodward.

Committee charge: The Committee on Black Faculty was reconstituted in 1991, and is active in seeking information regarding the recruitment, development and retention of black faculty, as well as proposing remedies and alternatives for more effectiveness in these areas.

1995-96 Activities: The Committee met with Provost Dick Richardson and Vice-Chancellor Tom Meyer on separate occasions to investigate the following:

- * Specifics of the Minority Postdoctoral Scholars Program in terms of support, expansion, and faculty hires.
- * Administration's views and suggestions for funding for a comprehensive strategy that underscores the complementary and mutually reinforcing aspects of retention and recruitment: pipeline, departmental commitments, cohort hires, pre-graduate programs.
- * Establishing a special fund for supplemental stipends for black graduate students.
- * Establishing a more formal and supportive relationship between CBF and the post-doc program.
- * An improved form of mentoring for young minority scholars.

In a state institution that takes seriously its mandate to serve all sectors of the public, we have an obligation to represent that public in what we teach and who we ask to teach it. To review these issues, the Committee also organized a public discussion and a viewing of the video conference: "Affirmative Action Under Siege: What's at Stake for Our Campuses, Careers & Communities?" The video addresses diverse approaches to the debate on affirmative action, at a time when public support is fading, and where these issues are often misrepresented, scapegoated and demonized. The video was shown January 30. Gerald Horne, director of the Sonja Haynes Stone Black Cultural Center, facilitated the discussion.

In the coming months, the committee will continue to address these and other issues, including:

1. The value of including something about diversity in the mission statement -- an objective requested by several recent annual reports of this committee. This is particularly important in light of the University's talk as a research institution: to train students from all backgrounds in preparation for contributing to the highest levels of research in whatever field.

2. Further integration and/or liaison between CBF and those working with the Minority Post-Doc Program in selection and follow-up activities; continue efforts to develop cohort hiring considerations in Minority Post-Doc application reviews.
3. Encouraging expansion of the size of the Minority Post-Doc program. UNC-CH is not competitive nationally in attracting the best students and providing them with peer groups of post-doctoral scholars.
4. Identifying mechanisms to remind departments that for all vacant positions (not just ones having to do with African American, African, or Diaspora) they should make specific efforts to recruit minority candidates; and further to develop mechanisms to facilitate departments' searches in this respect.

Recommendations: None.

Report of the Established Lectures Committee 1995-1996

April 26, 1996

Committee Members: Professor Arne L. Kalleberg, Sociology (Chair); Professor John J. B. Anderson, Nutrition; Professor Sagar Jain, Health Policy; Professor Norris B. Johnson, Anthropology; Professor Catherine Marshall, Education; Professor Roberta A. Owen, Dramatic Art; Professor J.F. Camilla Tulloch, Dentistry; Ms. Marianne Reeves, graduate; Ms. Kim Henderson, undergraduate; Mr. Stephen Lastelic, undergraduate; Mr. Dan Thompson, undergraduate.

Meetings during past year: August 29, 1995; September 19, 1995.

The established lectures were arranged as follows:

(1) Martin Luther King, Jr. Lecture (Civil Rights)

On January 20, 1996 at 7:30 p.m., Rev. Samuel DeWitt Proctor spoke on "Martin Luther King, Jr. and the Prospect of a Genuine Community in America," in Memorial Hall. This lecture was co-sponsored by the Chancellor's Committee for the Martin Luther King, Jr. Celebration.

(2) John Calvin McNair Lecture (Science and Religion)

On Wednesday, March 27, 1996 at 8 p.m., the Rev. Dr. Lindon Eaves (Episcopal Priest and Distinguished Professor of Genetics at Virginia Commonwealth University's Medical College of Virginia) spoke on "God, Genes and Justice: Genetics in Theological Perspective" in Hill Hall.

(3) Weil Lecture (American Citizenship)

This lecture was not given this academic year. (Senator Bill Bradley of New Jersey was tentatively scheduled to speak in April.) We are trying to schedule Senator Bradley to deliver the Weil Lecture in Fall, 1996.

April 26, 1996

Executive Committee of Faculty Council
(Elected by Faculty Council)

Annual Report to the Faculty Council

Members: *Craig Calhoun* (Sociology, '96); *Sue Estroff* (Social Medicine, alternate for Slayton Evans, '96); *Joe Flora* (English, '96); *Frank Brown* (Education, alternate for Flora, Sp. '96); *Lolly Gasaway* (Law, '96); *Pete Andrews*, (Environmental Sciences and Engineering, '97); *Harry Gooder* (Microbiology, '97); *Carol Jenkins* (Health Sciences Library, '97); *Jim Peacock* (Anthropology, '97); *Bonnie Yankaskas* (Radiology, alternate for Peacock, Sp. '96); *Pamela Conover* (Political Science, '98); *Paul Farel* (Physiology, '98); *Carl Bose* (Pediatrics, '98); *Lillie Searles* (Biology, '98); *Jane Brown* (JOMC, Chair of the Faculty); *George Lensing* (English, Secretary of the Faculty).

Meetings: The ECFC met twice each month throughout the year; one of the meetings each month was with Vice Chancellor for Academic Affairs Dick McCormick (and then Dick Richardson), Vice Chancellor for Health Affairs Garland Hershey, Vice Chancellor for Graduate Studies and Research Tom Meyer, Vice Chancellor for Finance Wayne Jones, and Vice Chancellor for University Affairs Harold Wallace. The ECFC also had four dinner meetings with Chancellor Michael Hooker.

Charge and Organization: The ECFC is charged in the Code to: 1) serve as an advisory committee for the Chair of the Faculty; 2) represent the Faculty Council and General Faculty in advising the University administration with respect to issues, such as planning, that the Committee deems important to the University's mission; 3) work with various officers and groups within the University toward the realization of goals set in actions of the Council, and 4) report to the Council on the status of the implementation of resolutions of the Council.

The ECFC has discussed and made recommendations about issues as they occurred, and also has pursued some longer-term issues in a subcommittee structure. This year subcommittees addressed: 1) faculty salary policy; 2) alcohol policy and the intellectual climate; 3) community and diversity; 4) teaching; and 5) revitalizing Council and faculty government. Four ECFC members (Flora, Gasaway, Gooder, and Jenkins) also served on the Faculty Advisory Committee on long-range land use planning.

Activities: The subcommittees have reported back to the full committee and have made recommendations that have been brought to the Faculty Council. In the past year, these subcommittees have:

1. Overseen the development and endorsement of a set of principles and implementing mechanisms for faculty salaries.
2. Recommended inclusion of fixed-term faculty as voting members of the Faculty Council and various elected and appointed committees of faculty governance.
3. Called for increased benefits for the domestic partners of university employees and faculty (in collaboration with the Employee Forum).
4. Called for a task force on the intellectual climate.
5. Helped formulate a new alcohol policy for the university.
6. Worked with the Advisory Committee to write a response to General Administration's proposed performance indicators for an accountability system.

The ECFC also has provided comment to relevant parties on a number of different topics including:

- a) use of the Meadowmont property
- b) the university's policy on conflicts of interest and commitment
- c) the future organization of the Graduate School
- d) proposed par-university budget allocations
- e) requests to open faculty committee meetings to the press
- f) the need for further faculty support for the Student Honor Court and the Honor Code
- g) the role of the faculty in priority setting and resource allocation.

The ECFC also met with Moyer Smith, executive vice president of the Educational Foundation, to discuss the relationship between the Foundation and the faculty, and the Dean of the College of Arts and Sciences Steve Birdsall, to discuss the ongoing revision of the general college curriculum and the College's inquiry into the intellectual climate.

Future: The ECFC will continue to address issues as they arise and expects to pursue some topics already on the table, including:

1. Planning and priority setting for the university.
2. Faculty roles and rewards.
2. Land-use planning.
3. Recommendations of the Task Force on the intellectual climate.
4. Recommendations of the Task Forces on Women at Carolina and the Recruitment and Retention of Minority Students and Faculty.
5. Reorganization of faculty government committees, and effective functioning of the Faculty Council.

Recommendations for Faculty Council: NONE (at this time)

FACULTY ELECTION RESULTS, SPRING 1996, FOR ACADEMIC YEAR 1996-97

CHAIR, NATURAL SCIENCES DIVISION

Joseph L. Templeton (Chemistry)
 Alan Feduccia (Biology), Vice Chair

FACULTY COUNCIL

Fine Arts:
Professors: Roberta A. (Bobbi) Owen (Dramatic Art)

ELECTED COMMITTEES

Humanities: Assoc. Profs.: Laurie F. Maffly-Kipp (Religion)

Advisory Committee

I.R. Stirling Haig, II (Romance Langs.)
 Linda Lacey (City & Regional Pl.)
 Gilbert C. White, II (Medicine)

Natural Sci.:
Lecturers/Lecturer-Equivs.: Douglas E. Holmgren (Physics)

Social Sciences:
Asst.Profs./Instructors/Lecturers/Lect.-Equivs.:
 Donna H. LeFebvre (Political Sci.)

Athletics Committee

Karla A. Henderson (Leis.St.&Rec.Admin.)
 Richard A. Rosen (Law)

Lib./Lib.Sei.:
Assoc.Profs./Libs.: Robert S. Dalton (AA Lib.)

Asst.Profs./Libs./Instrs./General Libs./Lects./Lect.-Equivs.:
 Barbara R. Tysinger (Health Sci. Lib.)

Educational Policy

Academic Affairs
Humanities: Jack M. Sasson (Religion)
Natural Sciences: Paul D. Fullagar (Geology)
Professional Schls.: Judith L. Meece (Educ.)

Business: Asst.Profs./Instrs./Lects./Lect.-Equivs.:
 William E. Jackson, III

Faculty Grievance Committee:

Profs./Libs.: Evelynne H. Huber (Pol.Sci.)
Assoc. Profs./Libs.: Patricia Z. Fischer (PH)
Asst. Profs./Libs.: Megan M. Matchinske (Eng.)

Education: Alternates Only

Journalism & Mass Com.: Alternates Only

Law: Profs./Assoc.Profs./Asst.Profs./Instrs./
Lects./Lect.-Egvs.: John M. Conley

Social Work: Alternates Only

Faculty Hearings Committee
 Beverly W. Taylor (English)
 William F. Finn (Medicine)(1996-97 Alt.)
 Lars G. Schoultz (Political Sci.)(1996-97 Alt.)

Institute of Government: Alternates Only

Financial Exigency & Program Change
Academic Affairs: Peter I. Kaufman (Relig.)
 Linda C. Wagner-Martin (Engl.)
Health Affairs: Jo Ann B. Dalton (Nursing)
 Edward A. Norfleet (Anesthesiology)

Medicine: Assoc.Profs.: Michael R. Mill (Surgery)
Asst.Profs./Instrs.: Lela W. Brink (Pediatrics)
 Anthony Passannante (Anesthes.)
Lects./Lect.-Egvs.: David M. Hattem (Psychiatry)
 Jeremy P. Pantell (Ophthalmology)
 Virginia K. Shea (Physiology)
 Judy A. White (Med. Allied Hlth.)

Honorary Degrees & Special Awards
 Susan A. Klebanow (Music)
 Joseph S. Pagano (Med./Cancer Ctr.)

Dentistry: Lects./Lect.-Egvs.: Enrique Platin (Diagnost. Sci.)

Faculty Assembly Delegation
 George Rabinowitz (Pol.Sci.)

Nursing: Alternates Only

Executive Committee of the Faculty Council
 Sue E. Estroff (Social Med.)
 Darryl J. Gless (English)
 Laurie E. McNeil (Physics & Astr.)
 Joseph S. Pagano (Med./Cancer Ctr.)

Pharmacy: Profs./Assoc. Profs.: Fred M. Eckel
Asst.Profs./Instrs./Lects./Lect.-Egvs.:
 E. Christine Hanson-Divers

Administrative Board of the Library

Fine Arts: David A. Hammond (Dramatic Art)
Humanities: Jack M. Sasson (Relig.)
Natural Sci.: James M. Coggins (Comp.Sci.)
Social Sci.: M. Catharine Newbury (Pol.Sci.)
AA Libs.: Alternates Only

Public Health: Profs.: Donald L. Fox (Env.Sci.&Eng.)
Asst.Profs./Instrs.: Vangie A. Foshee (PH Nursing)
Lects./Lect.-Egvs.: Shrikant I. Bangdiwala (Biost.)

A RESOLUTION IN SUPPORT OF GRADUATE AND PROFESSIONAL
STUDENTS AT THE UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL

UNC Faculty Council, April 26, 1996

The mission statement of the University of North Carolina at Chapel Hill calls upon us "to provide graduate and professional programs of national distinction at the doctoral and other advanced levels to future generations of research scholars, educators, professionals, and informed citizens." This charge closely unites our various roles as faculty with the work of our graduate and professional students and, in turn, ties their future in a special way with the citizens of North Carolina, even as it extends outward nationally and internationally. The education and training of our graduate and professional students are indissolubly connected to the highest levels of "national distinction" to which we aspire.

With compensatory stipends for our teaching assistants presently at the lowest levels among our peer public institutions, we recognize the remarkable contributions they continue to make as teachers and teacher-assistants; we also recognize that their study and research are often insufficiently supported financially. We particularly deplore the high cost of tuition and inadequate tuition remission for students coming from outside the state of North Carolina and the absence of subsidized health insurance for all graduate and professional students.

We note with satisfaction the recent efforts of Chancellor Hooker and the UNC Board of Governors to address the needs of graduate and professional students with strong appeals for health insurance benefits and more tuition remissions directed to the General Assembly of North Carolina in its forthcoming 1996 short session.

Resolution:

Representing the faculty of the University of North Carolina at Chapel Hill, we the elected members of the Faculty Council lend our strong support to the requests directed to the North Carolina General Assembly by Chancellor Michael Hooker and the University of North Carolina Board of Governors for increased health insurance benefits and tuition remission for our graduate and professional students. We also encourage the University to redouble its efforts to seek further support for them.

M E M O R A N D U M

TO: Dean of the College of Arts and Sciences
Deans of the Professional Schools in Academic Affairs
and Health Affairs
University Librarian
Director, Institute of Government
Director, Institute of Marine Sciences
Director, Principals' Executive Program

FROM: Michael Hooker

DATE: May 1, 1996

RE: Directive Implementing Faculty Salary Policy
Resolutions

The Faculty Council recently endorsed a set of "principles to Guide Faculty Salary Policies" and related "mechanisms." The Council asked me to implement the principles consistently with the mechanisms. Copies of these documents are attached.

I ask that you take appropriate action to implement the first three paragraphs of the "mechanisms."

1. Paragraph 1 calls for the officer of administration at each level at which recommendations for faculty salaries and salary increases originate to develop written salary policies in consultation with the faculty. The policies shall address salary recommendations for faculty [Object Code 13101 and librarians [Object Code 1112] that are to be paid from State Funds, to the extent that allocation of such funds is subject to administrative discretion. The policies also may address recommendations regarding salaries to be funded from Non-State Funds to the extent that allocation of such funds is subject to administrative discretion. Work on these policies should begin immediately with a goal of completing them in time for salary recommendations for the 1996-97 fiscal year. However, because these instructions are coming to you so late, you may not have adequate time or faculty present to establish the process. In this case, 1996-97 recommendations will follow the customary time table following

legislative action on the State budget and will not be delayed to await completion of faculty salary policies.

2. Paragraph 2 calls for the faculty salary policies to be available to the faculty and for each dean or director, with the advice of an elected faculty committee, to ensure that each unit has a current policy and that policies are consistent with the "Principles" approved by the Faculty Council. I ask that you (the deans and directors to whom this memorandum is addressed) take appropriate steps to see that the faculties of your units establish elected committees that choose their own chairs to share with you responsibility for seeing that each officer of administration who initiates faculty salary recommendations has on file faculty salary policies that are consistent with the Council's recommended principles and implementing mechanisms. These committees will function at the College and School level; they are not required at the departmental level in the College of Arts and Sciences, the School of Medicine, the School of Public Health, or the University Libraries. Work on establishing these committees should begin immediately with a completion goal of October 1, 1996.

3. Paragraph 3 calls for each unit's elected committee on faculty salary policies to hear issues concerning the policies or their implementation. I ask that in establishing its committee, your faculty clearly specify the jurisdiction to be assigned to the committee and how it may be invoked, bearing in mind the consultative rights assigned to the faculty by Section VI.E.(4) of the Faculty Code and the jurisdiction of the Faculty Grievance Committee. Faculty may bring to me and the Advisory Committee any issue concerning a unit's faculty salary policies that cannot be resolved otherwise.

I have been assured by the Committee on University Government that this plan of implementation of the principles and mechanisms proposed by the Faculty Council is consistent with the Faculty Code of University Government. Since the Council's recommendations were made provisional and subject to review in two years, the Committee on University Government has recommended that no amendment to the Faculty Code in response to this matter be put forward at this time.

I have authorized Provost Richardson to supervise the implementation of these policies. If you have any questions about their meaning or implementation, please contact William W. Smith, Special Assistant to the Provost, at 962-7771, effective Monday, May 6, who will seek to assist you.

Enclosures

Mechanisms To Implement Salary Principles

(As adopted by the UNC-CH Faculty Council, at its
February 23, 1996 meeting)

The Faculty Council endorses the following procedures for implementing the *Principles to Guide Faculty Salary Policies* adopted by the Council on November 10, 1995, and urges the Chancellor to take appropriate action to implement them.

1. Each unit at which recommendations for faculty salaries and salary increases originate (e.g., departments or their equivalent) should, through a consultative process involving both the unit's head and its faculty, formulate a written policy to guide such recommendations. The policy should accord with the "Principles" (as approved by the Faculty Council November 10, 1995, attached) and be reviewed by the unit head and faculty at least once every five years.

2. Such policies should be filed with the dean of the school or college or equivalent (e.g., director of institute or library) in which the unit is located by July 1, 1996. The dean or director, in consultation with an elected faculty committee that chooses its chair, is responsible for ensuring that each unit has its current policy on file and that policies are consistent with the Principles. Policies for all units within a school or college (or equivalent) are to be available for convenient review by individual faculty and faculty committees.

3. Issues concerning policies can be brought to the faculty committee at the dean or director's level (or equivalent). Issues concerning policies and their implementation unresolved at that level may at the request of unit faculty be brought to the Chancellor, who, in consultation with the Advisory Committee, will be the final arbiter.

4. The Office of Institutional Research, in consultation with appropriate faculty, is requested to make UNC-CH salary data more available and understandable to faculty (and to facilitate analysis and understanding of those data regarding comparisons between UNC-CH and peer institutions). The salary figures for each faculty member should be archived and the archives should be made available in Davis Library and the Health Sciences Library and other appropriate locations.

5. Regular evaluations of deans, chairs and other unit heads should include an appraisal by the elected faculty committee as in #2 above of their performance in implementing the salary policies for which they have direct administrative responsibility.

The recommendation of these mechanisms is provisional. Their efficacy will be reviewed by Faculty Council in the Spring of 1998, at which time they may be permanently adopted, amended, replaced, or eliminated.

February 23, 1996,
Faculty Council Meeting

PRINCIPLES
TO GUIDE FACULTY SALARY POLICIES
(adopted by UNC-CH Faculty Council,
November 10, 1995)

The *Faculty Council* endorses the following principles as guides for determination of faculty salaries and urges the Chancellor to take appropriate action to implement them.

1. All salary decisions shall be taken in accord with open, publicly stated criteria. Toward this end, every unit employing faculty should develop, with faculty consultation, a clearly stated and openly discussed statement of policy, including criteria and procedures for determining salaries.
2. These policies shall be subject to regular review by the faculty of the units concerned.
3. Administrators should allocate resources to salaries based on equitable recognition of merit, including
 - A. both long- and short-term indicators of merit;
 - B. multiple criteria of merit (e.g. teaching, research and service); and
 - C. attention to actual salary levels, not only percentage amounts of increases.
4. Salary resources are appropriately used to remedy inequities resulting from:
 - A. changing market conditions;
 - B. inadequate funding;
 - C. discrimination;
 - D. compression due to the disparity between internal rates of increase and competing offers; and,
 - E. inappropriate disparities arising from other sources.
5. Salaries may vary both within and among different academic fields in accord with prevailing market conditions where this is necessary to meet the mission of the University. In their pursuit of academic excellence, administrators should weigh market demands against the importance of minimizing disparities to achieve academic community.
6. Where faculty also serve as administrators, administrative merit may be considered when determining that portion of their salary not attributable to their regular faculty duties. Funds that the State designates for faculty salary increases should not be used disproportionately to reward administrators.

TRANSCRIPT

MEETING OF THE GENERAL FACULTY AND FACULTY COUNCIL

Friday, April 26, 1996
Assembly Room, Wilson Library

[A complete transcript of the proceedings is available in the faculty section of the campus World Wide Web service.]

Faculty Council Attendance: Present 58; Excused Absences 26; Unexcused Absences 7.

I. Memorial Resolutions:

A. For the late Walter Neal Vickery: Lawrence Feinberg for Paul Debreczeny, Chair, Memorial Committee.

[There was a moment of standing respectful silence.]

B. For the late Donald Gentry Tarbet: Richard H. Coop, Chair, Memorial Committee.

[There was a moment of standing respectful silence.]

II. Chancellor Hooker.

A. Thomas Jefferson Award.

Chancellor Hooker: It is my happy duty to ask Professor Raymond Dawson to come and join me and to ask Professor Lensing to come and read the citation in awarding the Thomas Jefferson Award.

Professor Lensing: This year's recipient of the Thomas Jefferson Award is made by the Committee on Honorary Degrees and Special Awards from among nominations that came from you, the faculty. This citation was composed by Provost Dick Richardson who, of course, was not himself a part of that selection process.

Many believe that Ray Dawson was born on that fall morning in Arkansas, outfitted in tiny three piece blue suit, vest snugly buttoned and head already full of enrollment figures, budget columns, and "Arts and Sciences" birthmarked across his chest. Alas, the story is only part of the Dawson legend.

It was prophetic that he began on October 12, 1927, for in another section of the South, the University of North Carolina was celebrating its 143rd beginning. October 12 -- celebration of two beginnings that would fold into one.

Not much of material worth would attach itself to the gangly young kid, so he came to the Air Force with perfect Dawson timing (1945 to 1947) right after the war was over. He would work his way through the College of the Ozarks and graduate summa cum laude. Long before that day, however, the Dawson character had been established -- a private sort of a fellow who was exceptionally gifted in intelligence, unmatched in a work ethic, deeply insightful into others, a captivating

wry wit, and ethical standards so high that even he stretched to reach them.

His military service crystallized his intellectual interests in politics and international relations and he earned his Masters in Political Science in 1951 from Vanderbilt. He came to Chapel Hill to receive his Ph.D. in 1958. Many veterans made up the graduate school in those postwar years. A tough lot. One close friend of Ray's was former tank commander Earle Wallace who was belittled once too often by an arrogant Professor. Wallace grabbed the prof and hung him from the open window on the second floor of Caldwell Hall. Dawson intervened, rescuing the Professor and saving his friend's graduate teaching assistantship. Other graduate students thought Dawson had intervened much too quickly and on the wrong side.

Except for brief periods away, Dawson bonded with Chapel Hill for the next forty-five years. He joined the Department of Political Science and left for short but prestigious visits as a Merston Fellow at Ohio State, Fulbright Lecturer at the University of London and Visiting Professor at the Institute of War and Peace Studies at Columbia.

While at Columbia, he was called to be Dean of the College of Arts and Sciences by Chancellor Carlyle Sitterson. Friends say it was his greatest struggle to accept. His wide-ranging and cosmopolitan intellectual interests were in full flower and his research agenda launched with a book and articles in national journals. Moreover, he had received one of the first Tanner Awards for Distinguished Teaching and the only E. Harris Harbison Prize ever given on this campus as National Distinguished Teacher of the Year from the Danforth Foundation.

But as was the case with Jefferson, Dawson answered the call to service and was a distinguished Dean of the College during one of its most important and turbulent periods.

When he was asked by his great friend and mentor, President William Friday, to join the new University system, he went down Raleigh Road (with this campus always in his vision) to help launch the new educational venture.

These were difficult years for the system and for Ray as he became the University's key negotiator with the federal courts in the desegregation conflict. Friends and family feared for his health as he drove himself month after month, night after night, to preserve the System's freedom while, at the same time, promoting equal rights for minorities. President Friday called him the "architect of the consent decree" and praised his hundreds of accomplishments in his twenty-year service at General Administration. President C. D. Spangler, Jr. expressed his admiration and personal regard for Ray by establishing a million dollar chaired professorship in his name in the Department of Political Science.

Honored with the Distinguished Service Medal from the Alumni Association and Doctorate of Humane Letters from North Carolina State, he has returned to campus as William Friday Professor to teach here again.

A strong spokesman for academic freedom, he would gladly sign Mr. Jefferson's Declaration any day. He has been an unflinching supporter of faculty (a role he never left in his heart). Devoted husband to Jo and doting dad to two daughters, he reveres family life. At home like Jefferson in his garden, he grows roses that bloom as though honored to be in his yard. Passionate about animals, he gives more attention to his dogs than Carolina basketball and over many years' time, fed twenty-three raccoons who, looking for the campus' most genuine human being, settled in his backyard.

Because Ray Dawson is modest he will be a bit embarrassed to receive this award and be compared to Jefferson. But as it is the only award chosen by this faculty, he will embrace it with deep pride and appreciation.

Chancellor: Ray, Congratulations. Applause. Professor Dawson: Thank you Mr. Chancellor and members of the Council. Only another Razorback could commit that kind of perjury about another Razorback. [laughter] Dick came to work with us one time in the General Administration. We were having some problems with some agencies in Raleigh. He said that he prayed before he agreed to come and do this. Then he asked the Lord to tell him if he should go and if the Lord would go with him. He said that after a while the Lord did answer him. He said, "yes, you should go." But there was silence and Dick asked him, "But I asked you another question, Lord." Again there was a long silence and Dick said the answer was, "My son I'll go with you -- as far as the Institute of Government." [laughter] I thank you, Mr. Chancellor and colleagues, for this. It's a great honor, and I'm looking at the list of those who have received it. It's a humbling experience. I think that your good judgment may well be called into question about what you've done today, but I can assure you that your generosity of spirit can never be called into question. Thank you. [applause] Chancellor Hooker: It was a genuine pleasure. Ray was Dean when I was an undergraduate here.

B. Remarks.

Chancellor Hooker: I'd like to thank you for coming. I know that you're in the midst of grading term papers and that it's somewhat of a sacrifice to leave that duty and come out today. Thank you for being here. I would like to add my voice to the chorus that has been thanking George Lensing for his marvelous service to the University. It has been a great pleasure getting to know George this year and working with him. And my job has been made immeasurably easier because of George's competence and his patience with me. I'd also like to thank Jane and the Executive Committee of the Faculty Council in particular for the work this year. This last session provides us an occasion in which it's appropriate to reflect on our successes for the year, clean up any messes that I may have made in the year, and to look ahead. And I'd like to do those three things.

First, to the cleaning up of messes. I think I have three regrets with respect to this year. One is I would like to apologize to Joy Kasson for a brusque response to one of the questions that she asked which was perfectly appropriate and the response was not. Joy had to apologize. I would like to express regret that my remarks a couple of sessions ago about our research grant writing, or research

productivity, were mistaken by some to be criticism of us for slacking off in the volume of proposals that had been submitted. Several people took it that way, and it certainly wasn't intended that way. My remarks were made following a conversation with Tom Meyer in which we conjectured that the fall-off in grant proposals was a result of demoralization about the funding picture in Washington, and it was my intent to assure everybody that while most of our money comes from NIH, the NIH budget has not been decreased. There were many reasons that the grants have fallen off, and that was only one of them, but that was the one that concerned me at the time. And if I have offended anybody who has been working hard to submit proposals or anybody who is not able to submit proposals because you've simply run out of lab space, I apologize. And finally, a regret that the Kenan professors issue played out the way that it did. I think everybody understands now, or at least most people understand, that in announcing that the next Kenan professors to be awarded would be awarded outside, and would be awarded to people who have stellar teaching credentials in addition to their research credentials, I was keeping a covenant with the Kenan Trust, which covenant was in need of repair. I think people do understand that now. But the issue raised the question of whether the Chancellor is adequately appreciative of the teaching quality of this faculty. I am somewhat nonplussed that the question should be raised, because you must remember that I was an undergraduate here. And for those of us who were undergraduates here, there can be no mistaking our appreciation of the quality of this faculty. It was at Chapel Hill that I came of age, intellectually and personally, and I have only the deepest possible respect for the quality of this faculty. It because of my experience here and my appreciation of the quality of the place that I was so deeply moved to have the opportunity to return here as Chancellor. It is an awesome responsibility. Awesome because I understand what a marvelous institution this is and so deeply respect the faculty here. In fact, I still see the faculty here through the eyes of an undergraduate. Unless you have been an undergraduate here you probably don't understand that, although you might think of going back to your own institution as Chancellor or President and imagine how that would feel. Every day when I walk across campus I have flashbacks to my undergraduate years. In fact, I have always held Chapel Hill as a model of the kind of institution that I was trying to build at each of my three previous posts -- four, if you count Johns Hopkins -- and if you doubt that, simply call up any member of the faculty who was there when I was there and you will find that I constantly talked about emulating Carolina in its development. So I deeply regret that my raising the issue of recruiting for Kenan professors outside and focusing on teaching, something that I did in response to a request from the Kenan Trustees, was mistaken as an indication that I was not fully appreciative of the quality of the faculty here.

Let me turn to our successes. They're more fun to talk about. The biggest success is Dick Richardson. I am delighted that Dick has agreed to serve a term as Provost. I have never worked with anybody with whom I felt a greater sense of compatibility, of simpatico, or with whom I enjoyed working more than I enjoy working with Dick. Dick, thank you for agreeing to sign on for a regular term. Another success that we've had, and it may seem premature to say this, is on the issue of salaries. Salary compression. I'm convinced that we will make a significant dent in the compression problem as a result of the revenue that will be received from the tuition increase that

will go into effect next academic year. It's still too soon to say how much relief we will get for the general salary problem from the Legislature. Probably you know as much about that as I do if you read the newspapers. We are very close now to the short session, but it is absolutely impossible to tell what the revenue picture is going to be because of the tax cut question and other competing demands. But I am hopeful. I spent the last three hours in fact with members of the Board of Trustees talking about our situation with respect to the Legislature and we are generally optimistic. So I am confident that we are on the road to addressing the salary problem and certainly with respect to the \$400 tuition increase revenue. That will make a significant dent, no doubt.

I am very pleased with the administrative reorganization that we were able to design and implement. It clarifies responsibilities. It enables us to be more accountable. It establishes the Provost as the chief academic officer. And so far as I can tell the administrative organization, reorganization, is working well. Another major success this year which you don't see immediately the effects of is fund raising. Last year we finished a phenomenally successful capital campaign. And if we had behaved as most institutions that have just gone through a capital campaign behave, there would have been a significant falloff in fund raising receipts. In fact there hasn't been. This year we will have raised, when the year closes, at least much as we raised last year in the last year of the capital campaign, and it has been extremely important to us to sustain that momentum. It will enable us now to continue to build toward the billion dollar capital campaign that is somewhere in our future, probably about five years away. A billion dollars sounds like a lot of money. For a public institution just a few years ago, it would have been a lot of money. But our competitors are now in the midst of billion dollar campaigns. I mean Michigan and Virginia, and we cannot do less. Our success in the media task capital campaign and more importantly our success over the past year causes me to be saying that we will be able to pull it off.

Looking ahead, many of you have heard me say on various occasions, in various ways, and in fact, some of you are getting tired of hearing me say, that there is a tidal wave of change that is going to sweep over higher education in the coming decade or so. I have absolutely no doubt about that, and if we had 30 minutes more than I'm allowed, I would I think be able to convince you of that. Every institution will be profoundly changed, some time over the next decade or so. And we have the luxury at Carolina of being able to put ourselves largely in control of our own fate. This is a fundamentally strong Institution. You have to look very hard to find anything at Chapel Hill that is broken and in need of repair. We have exceedingly strong faculty. We have an exceedingly strong undergraduate student body. We are as competitive for students as any institution in the country. We have a very sound financial base, both with respect to the appropriation from the Legislature and with respect to our new fund prowess in fund raising. We have a good physical plant, in spite of the fact that a lot of the classrooms need renovation, the deferred maintenance problem here is significantly less than the deferred maintenance problem of any institution that I'm aware of. So we have a lot of strength. We are not in extremis. We are not in crisis. That means that we have the luxury of taking the time to assess the changing world around us, to determine where we want to go, to decide how it is that we need to

get there, and then to begin the process of taking ourselves there. That's a process of discussion, first of all, which I have begun fruitfully, I think they would tell you, with the Executive Committee of the Faculty Council this year. I look forward to expanding that dialogue next year. And I think that next year will be a year for us collectively as a community to reflect on the world around us, how it's changing, and how we must change to accommodate it so that we can assure ourselves that we will provide for the State of North Carolina a University that takes a leadership position in higher education in the country for the 21st century, analogous to the leadership position that we've had in the 20th century. We are blessed to be able to do this, to undertake this process in a deliberate and deliberative way without the wolf being at the door. Those are my reflections on the messes that needed to be cleaned up, successes that we've had and some look at what's ahead for next year. I'd be delighted to address any subject or answer any questions.

Professor Miles Fletcher (History): I'd like to ask a question about something you just mentioned, which is the renovations of the classrooms. I appreciate very much your responsiveness to this issue which was raised in the fall, and I was very glad to read recently that renovations have become a major item in the budget, and certain buildings are deservedly targeted for overhauls. I wonder if attention could be given to the issue of a new classroom building, and I mention this for two reasons. One is the Legislature, through the Board of Governors, is putting pressure on the whole University System, to deal with a major increase in enrollments for the whole System over the next ten years, perhaps 30%. And then secondly, if a whole building is renovated, that's going to take a lot of classrooms out of circulation for a year or two, and we already are a bit cramped for space, so I wonder if you have a comment about that. Chancellor Hooker: Well, as you know, or I think you know, and this leads to your compliment, capital renovation and repair of classrooms is our highest priority for the capital budget this year. We have received two fairly strong appropriations over the past -- this current year and last year -- for our renovation and repair, and we have a new classroom building on the drawing boards. The site is the corner lot where Swain and Abernethy and the Scuttlebutt are located. That's the reason that we decided to tear down the Scuttlebutt rather than to rebuild it. Tear it down we had to do; the question was whether we rebuilt it or just left the space vacant, and we will leave it vacant because that's the site of a classroom building. The Kenan-Flagler Business School, as you probably know, will come on line fairly soon, and when that building is complete, it will afford 200,000 square feet of new space, and no new programs. So that's going to relieve the compression substantially. What will happen is that the Business School will move out of Carroll. Journalism will move into there. That will be done fairly quickly. And then we will have some swing space freed up by Journalism that will enable us to begin systematically shutting down some or all of some buildings for renovation and repair. That's the plan. With respect to the question of enrollment increases as you appreciate. Right now we couldn't increase enrollment. For one, we just don't have the space to do that. And the crunch is going to come on the State before we could reasonably expect to build new facilities to accommodate enrollment increases. So while it is appropriate for us to ask the question -- How could we do our part in accommodating this 30% increase in the number of high school graduates between now and the year 2010? -- because of our space problems, there's not a lot that

we can do. And I think any significant increase in enrollment would not be appropriate for Chapel Hill anyway. I think what we should be doing and we have begun doing, is to look at alternative mechanisms for addressing this 30% increase such as telecommunications-based courses delivered to the 54 community colleges spread around the state. That would be much more cost-effective. And that's something that we are doing. But a classroom building is on the drawing boards. The case to be made for it is clear. It's easy. It will move along through the capital process I am confident. But as soon as Kenan-Flagler opens I think everybody is going to notice a difference on campus. Although, and when we build the Black Cultural Center, of course, it will have a number of classrooms in it as well. We don't know obviously the target date for that because we haven't completed the fund raising. But that will provide some relief. Professor Fletcher. Thank you. Chancellor Hooker: Thank you very much.

III. Chair of the Faculty Jane D. Brown.

I wanted to begin by thanking the Chancellor for the reception today. Thank you. And the University Women's Club for hosting that. And I also want to recognize the new editor of the Tar Heel, Jeannie Fugate. Jeannie, are you still here? There you are. Congratulations. We look forward to a great year. And I wanted to congratulate Thanassis for doing a great Tar Heel this year. Thank you. [applause] You all have noticed that the Board of Governors accepted a number of reports and have now passed them on to the Legislature in the past week. I have copies of most of those reports. If you'd like to see them, they're in the Faculty Council office, and I'd be happy to share them with you. I was happy to see as well that the General Administration has recommended only a few of the accountability measures originally proposed, and they've also extended our time for a year to look at other accountability measures. So if any of you are interested in working with us about looking about what accountability measures we'd actually like to have and will serve us, I'd be happy to hear from you and we will get that underway. Also, if you have been reading the Gazette accounting of this, there was a slight error in which there was another, there was a faculty workload study that was also reported on, and they have designated course credit, minimum course loads for the different kinds of universities in the system. In the Gazette it said that Research I universities would have a minimum of four credit hours instead of classes. So they're not being that generous. [laughter] So I wanted to make you aware of that.

Also, Dirk Frankenbery, who is co-chair of the Faculty-Legislative Liaison Committee, asks that I ask you if you were going to be available during the short session, which will begin May 15, and try to get out usually by July 4. If you're going to be around in May and June and would like to assist in our work with the Legislature, I would be happy to hear from you as well. It will require phone calls, letter writing and some visits over there, which is always educational. So if you'd like to work with us, we'd be happy to have you.

Over the past weekend I was reminded of why I love being at this University. I was engaged in a part of my research project that brought together all three parts of our mission, and it was filming a public service announcement, an anti-violence public service

announcement that is funded by the National Cable Television Association. And as you might know, they are trying to reduce the amount of violence on cable television. Part of the project has been to involve us in a research project. We're evaluating some of the educational programming that it created. And so what we did was get an undergraduate class in the School of Journalism to create public service announcements. And we filmed one last weekend, and it involved an Adjunct Professor from Glaxo Wellcome who brought his professional film crew to work with the undergraduates to film this public service announcement. The graduate students on the project oversaw most of this. We were two faculty members working together, and, we brought high school students in as actors for the PSA. And all of this now will be shown to children who are in after-school programs sponsored by the Governor in a program called "Support our Schools." So, I thought, "Ah." I came home thinking what a wonderful project this is. It brought all the pieces together. It is the synergy that Jim Peacock has been talking about that is possible here at a research university where we serve all three purposes of teaching, research, and public service. So it left me optimistic about our future and about what we can do here. So, and what it also did was to give me a good segue to the other thing I wanted to do today, and that is a resolution about support for our graduate students. Because what I also saw in that project is how fundamental they were to both the teaching, research, teaching and research that was going on in that project, and how we need to support them. And so in the resolution I think it says it better than I can at this point. If you would read that, if you haven't already, read the preamble. And I will simply read the resolution. As you know, the Governor had a week of appreciation of graduate students, graduate and professional students, and I'd like to follow up that by, with this resolution. So I'm now moving this resolution:

Representing the faculty of the University of North Carolina at Chapel Hill, we the elected members of the Faculty Council lend our strong support to the requests directed to the North Carolina General Assembly by Chancellor Michael Hooker and the University of North Carolina Board of Governors for increased health insurance benefits and tuition remission for our graduate and professional students. We also encourage the University to redouble its efforts to seek further support for them.

Do I hear a second? [seconded] Any discussion? Okay, all those in favor of the resolution, say aye. Any opposed? [unanimously adopted.] Thank you very much.

I also wanted to thank you all as members of the Council for working so diligently, thoughtfully, and civilly with us this year as we have addressed a number of important issues. I especially want to thank my colleague, George Lensing, for his service as Secretary of the Faculty. He is a pleasure to work with. He is marvelous, simply marvelous. And I have a citation to read for you. Just a minute. So now I'll read it as well, I'll try to read it as well as he reads citations. And I did the "whereas's." It's very formal here.

Whereas, Professor George Lensing has served as secretary of the faculty of the University of North Carolina at Chapel Hill since July 1991;

Whereas, Professor Lensing has been a dedicated, energetic, and active member of the Executive Committee of the Faculty Council, the Agenda Committee, the Advisory Committee, the Committee on University Government, the Committee on Honorary Degrees and Special Awards, and the Commencement Committee; (I probably left a couple out there)

Whereas, Professor Lensing has kept the faculty government office running smoothly, has overseen the move of the offices from Bynum to Carr Building, and coordinated five elections for the 90-member Council and more than 20 committees;

Whereas, Professor Lensing endured 40 Faculty Council meetings [laughter], and turned often convoluted pronouncements and inquiries into understandable prose;

Whereas, Professor Lensing eloquently represented the faculty as honorary degrees were bestowed;

Whereas, Professor Lensing never let us forget our commitment to increasing the diversity of voices in faculty government by consistently nominating and endorsing women and minority faculty for committee assignments, honorary degrees, and administrative posts;

Whereas, Professor Lensing conceived, organized, and hosted a series of small receptions that brought faculty from across campus together;

Whereas, Professor Lensing, an award-winning teacher in the Department of English, has simultaneously maintained his teaching load and continued to be a mentor, a supporter, and an intellectual colleague for students and faculty;

Whereas, Professor Lensing is a leading scholar of modern American poetry, and an expert on the poet Wallace Stevens;

Now, therefore be it resolved by the Chair of the Faculty, the Executive Committee of the Faculty Council, and the Faculty Council of the University of North Carolina at Chapel Hill that the faculty of the University honors and praises the services of

Professor George Lensing.

[applause]

Professor Lensing: Jane, I just want to say I think you write resolutions very well. [laughter] I would like to say that this being my fortieth consecutive Faculty Council meeting I would like to put the council on notice that I may be just a wee bit late for the 41st. My successor is going to be selected this afternoon. I don't yet know for sure who that's going to be, but I do want to say there is a very able candidate, experienced candidate, and I look forward to helping that person in the transition. When I took over this job five years ago from Lawrence Avery who rather suddenly left the job to become Chair of the English Department, I did so with the understanding that I would fulfill his unexpired term. I wound up staying on for five full years and I'm very glad I did. I think the one memory that I will take away in general from the experience of

the last five years is the sense of great commitment on the part of this faculty to the idea of service. It is an amazing thing each year to watch new faculty come aboard to serve as you have done and are doing on the Faculty Council, on the standing committees of the faculty, both elected and appointed, on ad hoc committees, and other special appointments. And that is people, of course, from Health Affairs and Academic Affairs. Many people serve in other ways in their departments and curricula and schools in a similarly quiet way, and most of this work does not receive very much public acknowledgement or recognition. It is done because people believe in the importance of the job to be done. I, too, Jane remember that comment that Jim Peacock made so famous a few years ago, about while we may not be number 1 nationally in teaching, and we may not be number 1 nationally in research, and we may not be number 1 nationally in service. That when you put all those together on this campus we come very close to being, if we aren't actually, number 1.

I must say watching the service component of so many faculty persons over these last few years convinces me how correct that is. Though we don't say this very often. I think what motivates many busy faculty serve is a sense of very firm, unsentimental, sometimes critical, but a very real love for this place that we call Carolina. And I think it's something very special that we have. I owe a very special debt of gratitude to Rosemary Munsat and David Thompson. They're the ones who really get credit for the things on that citation. They keep the faculty governance office working, day after day, hour after hour, year after year. And I want to add the name of Amy Vaughn who was David Thompson's predecessor in the job to that also. No Secretary of the Faculty ever had better good fortune that I have in working with two Chairs of the Faculty, Jim Peacock and Jane Brown. These are wonderful human beings who do their work with such cheerfulness and friendliness and unselfish dedication. And I see this every day. And it has been -- not only have they made my job easy and smoothed over my mistakes, but they have made it a real pleasure to do this job. I want to say one other thing, too, and that is the experience of working with the Executive Committee. I happened to become Secretary during the last year of the discussions that led to the creation of the Executive Committee, and I was a part of that discussion. And we're now completing our fourth year of the Executive Committee. And I would like to say to those members, and they're probably about 20 or 30 of you now who have rotated on and off the Executive Committee, that it has been a privilege for me to work as your colleague and to share with you in a small way your unequivocal, unselfish dedication to the service of this University. And, finally, Jane mentioned that I teach 20th century poetry, and one of the poets I admire greatly, William Butler Yeats, wrote a poem toward the end of his life in which he looked back on the experiences of his life, which included many great awards including the Nobel Prize for Literature, and he concluded that poem with these words: "I think where man's glory most begins and ends. And say, 'my glory was I had such friends.'" It has been a joy for me to make many new friends, to renew old friends along the paths of this campus as Secretary of the Faculty. My term expires but those friendships do not. So thank you, all of you, for your help and support. And I'm going to be around until July 1st. Thank you. [applause]

Professor Brown: And, finally, two other invitations, as I like to say. We have a volunteer sign-up form for the May 17th Employee Appreciation Fair. It's great fun. We would love to have you there.

It's really a wonderful way for the faculty to appreciate the other employees here. So please sign up. I just passed them out this time. May 17th. So everything else is done by then, right? And then Commencement is May 12th, and we, again, are invited to the reception for Seamus Heaney, 3-4:30 in Willson Library -- so we get to meet him.

IV.

Request for faculty input and involvement in initiatives for housekeepers: Barbara Delon, Director of Housekeeping Services; Laurie Charest, Associate Vice Chancellor for Human Resources.

Professor Brown: Now, Barbara and Laurie. Are you here? Very great. I asked Barbara Delon and Laurie Charest to come and speak briefly about what they're going to be doing for the Housekeepers Association, for the housekeepers, and what we might be doing to assist them in that new task they've taken on. So, Laurie and Barbara.

Ms. Delon: First of all I'd just like to say that it is an honor and a great opportunity to have been invited to take on this new challenge. I've already started doing and working in job [as Director of Housekeeping Services]. My supervisor currently has been kind enough to help in the transition and Laurie, my future supervisor, has given me material to get me up to speed. All the folks that I'll be working with are very fine. We've done quite a few things already, and I believe Laurie will be talking about some of the things we're doing and will be doing.

Ms. Charest: Thank you. I just want to say that I don't believe the University could have a better person to lead the Housekeeping Services Department than Barbara Delon. We also have an outstanding housekeeping workforce, and Barbara and I are very excited and optimistic about the work that we are undertaking. We wanted to speak just very briefly to you today. And we have not officially started in our new roles. But since Faculty Council will not be meeting during the summer, we wanted the opportunity to ask for your input and involvement in the housekeeping area. I want to recognize and thank just a couple of faculty members who have already contributed greatly to our efforts in this area. And some of you may be aware of this and some of you may not. Professor Emeritus Dick Levin has just completed an outstanding course on owning and operating your own small business. There was standing room only with housekeepers attending. They found the course to be absolutely wonderful, and Dick Levin will be back next year to do a repeat performance. And we're very delighted about that. Another type of involvement that we've had: Dr. Willis Brooks for years has tutored himself in our literacy program, and has worked to recruit other tutors on campus. And he has been instrumental in pulling that program together. Barbara and I know that we have a number of challenges ahead. We know that you have skills and abilities that would help us, and we invite your input. We also invite your comments and criticism. We hope that you will come to us with your ideas, your thoughts and your criticism, and help us. We hope we will be invited back next fall when we have been at this for several months to tell you how things are going and to hear from you how you think things are going. So that's really all that I have to say today except to invite you to call either Barbara or I and offer assistance or offer criticism or offer ideas. Thank you. Professor Brown: Great. Any questions? Ms. Charest: Sure. Professor Brown:

Any comments, questions now? Okay. Very great. Thanks so much for coming. [applause]

Professor Brown: Is Joe Ferrell here? He had to go to another meeting. He'll be back. So let's move on to item # VI on the Agenda and we'll come back to the fixed-term faculty.

- V. Amendments to the Instrument of Student Judicial Governance: Robert G. Byrd, Chair, Committee on Student Conduct.

Professor Byrd: I am here to present amendments to the Instrument of Student Judicial Governance on behalf of the Committee on Student Conduct. The Committee consists of six students appointed by the Student Congress, three persons appointed by the Chair of the Faculty, and three persons appointed by the Chancellor. We exercise oversight responsibility of the student judicial system. The Instrument really establishes the student judicial system, defines conduct that constitutes offenses, establishes sanctions that will be imposed, and finally, it sets out procedures for hearings and appeals. The Instrument expressly provides that it can be amended only if approved by the Student Congress, the Faculty Council, and the Chancellor. These amendments have already gone to the Student Congress and been approved by the Student Congress. They have been presented to Susan Ehringhaus and Elson Floyd in the Chancellor's Office. And from Susan I understand that they are prepared to make a favorable report to the Chancellor. So I bring them to you today to get your approval of these particular amendments. Susanna Matsen, who is chair of the court, is present, and if you have any questions relating to the impact on the court, I'm sure Susanna will be happy to respond to those for you.

Basically, I think the best way to present these amendments is to simply describe what occurs now, and then to indicate what will occur if the amendments are passed. Basically in a typical case today, the case will be heard by the student courts. If the individual is convicted, the individual has a right to appeal to the University Hearings Board, which is a body consisting of students, faculty, and a representative of the Administration. If that Board upholds the conviction, the student has a right to appeal to the Chancellor, and finally, there's a possibility of appeal to the Board of Trustees. Under the present procedure, at any level of appeal, the student can in effect raise the issue of whether the evidence that was presented in the trial was sufficient to support a finding of guilt. Number 2, the student can raise the issue of whether the sanction that was imposed by the trial court was too severe. And number 3, the student can present the issue of whether of the process of the trial, the student's basic rights have somehow been violated. Those issues can be raised in the appeal from the student courts to the University Hearings Board, in the appeal from the University Hearings Board to the Chancellor. And basically, even though it's governed by a procedure of the Board of Trustees, in the appeal to the Board of Trustees as well. If these amendments are passed, they would in effect provide that the student would have a right to appeal one time and present all three of these issues. So, if the trial initially occurred in the student courts, the student would have the opportunity to appeal to the University Hearings Board and in that appeal could raise the issue of sufficiency of evidence, could raise the issue of severity of sanction, and could raise the issue of denial or violation of basic rights. If the amendments are passed,

after that any subsequent appeal, the second level of appeal, could be based only upon violation of basic rights.

Let me explain to you briefly why the Committee believes that these amendments are necessary at this particular point. At the time this process was initially put into effect appeals were fairly rare. It was a situation in which the typical case was not appealed, certainly/shortly beyond one level. We are now in a situation in which appeal is fairly routine. Over 50% of the cases in which a conviction of cheating is entered ultimately are appealed. What is happening in this appellate process is that students now are in effect shopping, to get as many hearings as they can, with the hope that eventually they will succeed in finding one court that will enter a finding of not guilty, in effect. It's no longer a matter of correcting any unfairness or inconsistency that occurred in the trial below, but it really has become a fishing expedition and the hope that somehow they will find one body that will be willing to support their version of what happened. One thing that this does is to really undermine to some extent the idea of student self governance in the judicial area. Because essentially more and more cases are being decided by faculty and administrators rather than by students. That, in my judgment, is unfortunate. In addition, it has a very frustrating impact on student court members who work wonderfully hard to make this system work. And I just am full of admiration for them in terms of the commitment and ability they bring to that particular job.

The other reason that we believe this amendment is necessary is that any system of sanctions and particularly one that involves ideas of suspension or probation is very difficult to put into effect in the context of a semester system. Because basically what is desirable is to have a sanction imposed in the semester in which a cheating or other offense occurs. It's very difficult sometimes to do that even with one level of appeal. In effect, if you have several levels of appeal the chances are very good that the case will go on into a semester beyond the one in which cheating occurred, and sometimes it means that the case will go beyond that. So that means we are one semester, maybe two semesters, away from the time that the offense was committed before any sanction is ultimately imposed. The Committee endorsed these amendments unanimously, and I recommend them strongly to you for your consideration. I am not a member of the Faculty Council. The Committee on Student Conduct is not a standing committee of the faculty, so I need for someone to move the adoption of these amendments. I'll be happy to answer any questions or provide any detail I can. Professor Brown: Great. Thank you very much. Is there a motion? [moved] Is there a second? [seconded] Very great. Any discussion? Very great. All those in favor, say, aye. Any opposed say no. [unanimously adopted] Bob, thank you very much. And we appreciate all the hard work you have done with this Committee. Thank you.

[The amendments are as follows:]

- 1) Amend Section VI.A. by deleting the first two lines and substituting therefore the following: "An appeal from a determination of a court exercising original jurisdiction may be filed on the following grounds."

- 2) Amend VI. by adding a new subsection B to read as follows and relettering existing subsections B, C, and D respectively as subsections C, D, and E: "An appeal from a determination of court exercising appellate jurisdiction may be filed only on grounds of violation of basic rights."

VI. Report and Resolution of Faculty Initiative on Teaching Committee:
Thomas A. Bowers; Sue E. Estroff.

Professor Brown: Now the report and resolution from the Faculty Initiative on Teaching Committee. I stand corrected that this is not a standing committee from the Faculty Council. This is a subcommittee of the Executive Committee of Faculty Council. It may one day become a standing committee. These have been hard working volunteers who started looking at what we want to do to promote teaching and keep it on the agenda. Tom Bowers is prepared to speak to it, and Sue Estroff is going to introduce the resolution.

Professor Bowers: Copies of the Committee's report were circulated and basically I will entertain questions. And I'll just call your attention to a couple of things. One is about teaching circles. We started that program this semester. There is one circle that is now operating. It consists of 7 faculty members from a variety of departments and schools. They've been meeting on a regular basis. I went to a meeting yesterday and it seems to be succeeding very well. They're having a very productive time discussing mutual issues and so forth. The other thing I will mention is the Committee report says something about post-tenure review of all faculty members. This is something the Committee's belief is that this may be something that will be imposed upon us, and we should be proactive in taking a look at it before it is imposed upon us. I'm not a member of the Council either. I don't know if you want a motion to accept the report or how you want to do it. Professor Brown: No, we don't need to do that. Do you have any have comments or questions to Tom, ideas about the future, volunteers for working with the Committee next year? [laughter]

Professor Joy Kasson (American Studies): I'm on leave next year. I'm very excited about a lot of these proposals. And I just wanted to mention I hope you're not discouraged that there're not more teaching circles [Professor Bowers: No.] because you probably know that there are a lot of these functioning already informally in a lot of venues. And particularly I wanted to mention the Institute for the Arts and Humanities which has a number of teaching discussions that go on there. And I think that's a very significant part of your report. And thank you very much. Professor Brown: Thank you, Tom. And Sue. Thanks very much, Tom.

Professor Estroff: Does everybody have a copy of the resolution? Professor Brown: So we don't need to read it. Professor Estroff: Any questions, comments, changes? Professor Brown: Well, wait, let's move it, so then we can talk about it. Professor Estroff: Okay, I move that we adopt the resolution. Professor Brown: And is there a second? [seconded] Okay, now we can discuss it.

Professor Steve Leonard (Political Science): Like Joy, and I'm sure other members of the Council, I appreciate the efforts and intentions of the Committee in promoting teaching on campus. There

were a couple of points, however, that I was hoping the Committee and others on campus here might consider in greater depth, especially in light of the upcoming institutional review that we will be undertaking. And these points concern the awarding of teaching awards. Teaching awards, just the structure of teaching awards. Currently on campus we have a number of different kinds of awards that recognize teaching, service and research. It strikes me as both odd and to some extent counterintuitive that until this year, with the creation of the new Kenan professorships, that we've had no teaching awards that are aptly established to recognize what I think is the cycle of excellence in teaching. And that is a cycle that is continuous over time, that's sustained over long periods, that tends to build upon itself, and is in essence career long. It just seems, again, counterintuitive to me that where teachers tend to be great teachers for long periods of time, the only awards we have for great teachers are those that may be at most three years or one year.... And so I was wondering if we might think about creating teaching awards that recognize, again, the sort of natural cycle of excellence in teaching, and make these permanent, or at least more long-term than those which we currently have. And this is especially bothersome to me in light of the fact that some of the awards for research, which tends to be more discontinuous in character, tend to be more long term in terms of the recognition.... Professor Estroff: Could I ask just a question to make sure I have this correct? You want the award to last a long time, rather than the time period covered when considering the award being a lifetime, or both? Professor Leonard: Well, both. I mean it would be nice if we would have awards that would both serve to reward people financially and also recognize them symbolically, for career-long contributions in teaching, which tends to be, I think, a certain cycle, the natural cycle of teaching excellence. Professor Estroff. Okay. Okay.

Professor Steve Bayne (Dentistry): Just sort of a friendly comment. This has to do with the last report and the resolution. I was taken when I came to Carolina and the Center for Teaching and Learning was being developed, about the way those two things were coupled together, teaching and learning. I think it's easy to concentrate on the teaching side and ignore the learning side, which is a critical part of the partnership. And whenever we're doing anything, I would like to see certain recognition for both parts of that. Anytime that we recognize people that are really good teachers, when you look at the outcome from the students' side, it's pretty... So I would like us to sort of begin to consider the outcome parts as well as just the performance end of it. Thank you. Professor Brown: Can you really have a great teacher without great learning? Professor Bayne: Yes, I think you become a performer. Professor Estroff: I thought that learning a word was your degree. [laughter] Professor Bayne: Touche. Professor Estroff: No, that's a cancerous term. Any other suggestions, comments about the resolution? We wanted to focus in particular here on non-traditional and small-group teaching, which is proliferating and tends not to be recognized because there aren't large numbers of students who can vote. And that's what the specific intent was here. Professor Brown: Any further discussion? All those in favor of the resolution on teaching, say, aye. Any opposed, say, no. [unanimously adopted. Great. Thank you very much. [The text follows]:

Teaching is of vital importance to the UNC-CH campus community;

We believe that increased recognition of outstanding teaching, teaching enhancement, and innovations in teaching would contribute to improving the intellectual climate on the UNC-CH campus;

Be it resolved that the Faculty Council calls on Deans, Directors, and Department chairs to recognize small group, individual, and non-traditional forms of teaching, and to create awards for excellence in these areas, especially the following:

1. Faculty advising of undergraduate, graduate, and professional students
2. Contributions to graduate and undergraduate student dissertation and thesis preparation
3. Instructional innovations and development of creative and effective teaching materials
4. Small group teaching
5. Precepting of community-based projects and other hands-on experiences for students
6. Teaching beyond the classroom

VII. Annual Reports of Standing Committees:

- A. Status of Minorities and the Disadvantaged: Judith R. Blau, Chair. [Revised annual report, contains resolutions.]

Professor Brown: There's a substitute motion. You, in your packet received one and we've refashioned it, and this is what we'll be talking about today. It's called, Substitute Motion, Committee on the Status of Minorities and the Disadvantaged. That's the one we want to be looking at. It was on the table back there as you came in if you don't have it. Professor Blau: Let me read the preamble very quickly and the resolutions.

Our committee met with many faculty and professional staff who provide the range of academic support and services for students at the university. This support includes advisement, counseling, tutoring, and supplementary instruction. Committee members were very impressed with the diversity of programs, the high degree of professionalism, and the dedication of these faculty and staff. The university's excellent record in undergraduate education could not have been achieved without them.

And I'll read the resolution:

Therefore be it resolved that:

The Faculty Council urges continuing support for the academic support programs.

Professor Brown: Are you a member of The Council? [Professor Blau: No.] But you're a chair of a committee, so then she can move the motion, can't she? Professor Lensing: Yes. Professor Brown: She's

moved this resolution, is there a second? [seconded] thank you. Any discussion of this? So we're urging continuing support for the academic support programs. All in favor, say aye. Any opposed? [unanimously adopted] Very great.

Professor Blau: The second resolution has a preamble.

The Dean of the Medical School (Dean Simmons) has provided funds for supplementary instruction programs in the departments of Mathematics, Biology, and Chemistry, which build on the long-term success of the M.E.D. program in the Medical School and programs that are in place in Mathematics, Biology, and Chemistry. The M.E.D. program has received national recognition. It is based on the principle that qualified [and talented] students who are admitted into the highly rigorous medical school program with initially disadvantaged high school backgrounds can overcome these initial disadvantages, and succeed professionally. This inter-campus initiative is (now) underway with broad cooperative efforts.

Therefore, be it resolved that:

The Faculty Council endorses this ~~inter~~[intra]-campus initiative and, if it is successful, encourages departments [and schools] to examine the model in terms of their own curricula.

Professor Brown: Very great. Do I hear a second for this motion. [seconded] Discussion? Professor Harry Gooder (Microbiology & Immunology): I offer a friendly suggestion. You might say "departments and schools" because there are some schools that don't have departments. Professor Blau: That's a friendly amendment, yes. Professor Brown: Okay, add "schools." Professor Bayne: I was just confused by the term "inter-campus." Professor Brown: Can you explain that "inter-campus". Do you mean "intra"? Professor Blau: Intra-campus. Professor Bayne: Okay. Professor Brown: Intra-campus. Professor Blau: I'll accept that. Professor Brown: Very good. Anything else? Okay. All those in favor of this resolution with these friendly amendments, "intra-campus" and "departments and schools" say aye. Any opposed, say no. [unanimously adopted] Thank you very much, Judith.

B. Black Faculty: D. Soyini Madison, Chair [postponed from March and February].

Professor Brown: As we have in the past, the last three standing committee reports do not contain resolutions, so we'll ask if there are any comments of questions about each one of them. Is Soyini here? There you are, great. Are there any comments or questions about the report of the Committee on Black Faculty? Good. I anticipate that there will be a report from a task force on minority student and faculty recruitment and retention in early fall, so we will be attending to some of these matters in a full way in the fall. So thank you, Soyini, for managing this in the meantime.

C. Established Lectures: Arne L. Kalleberg, Chair.

Professor Brown: Any any comments or questions for Arne Kalleberg? Is he here? Arne? No. Anybody else from that Committee

here? Do we have any questions or comments for them? Alright, we'll accept the report.

D. Executive Committee of the Faculty Council: Jane D. Brown, Chair.

And for me, Executive Committee of the Faculty Council. Any comments, concerns, questions? Very great.

Is Joe Ferrell here? Yes, very great.

VIII.

Special Report of the Committee on University Government: Amendment to The Faculty Code of University Government to allow Fixed-Term Faculty to serve on and vote for certain standing committees. Joseph S. Ferrell, Chair. [first reading and vote]

Professor Brown:concerns about to include fixed-term faculty in the Council and then we had a question about which committees fixed-term faculty be eligible for as well. And that's what this is about.

Professor Ferrell: This is the first reading of yet another Code amendment. We've probably amended the Code more this year than we have in the typical year. Let me ask for consent to include as a part of the report the separate page that I hope you picked up on the way in and having to do with the College of Arts and Sciences. Now since that was not circulated with the Agenda, [Professor Brown; It says "Addendum". It's also back on the table.] if anyone objects to considering that, not having had the opportunity to see it before you got here today, I will not alter that and we'll do that separately at a later time. Professor Brown: Does anyone object? Let's do it. Do we need something more formal than that? Professor Ferrell: I would like to move the adoption of the resolution amending The Faculty Code as circulated with the Agenda, with the addition of section 6 dealing with the College of Art and Sciences as is printed on the separate sheet distributed at the beginning of the meeting today. And if someone will second that, I'll then proceed to explain the proposal.

A RESOLUTION AMENDING THE FACULTY CODE OF UNIVERSITY GOVERNMENT TO EXTEND VOTING FACULTY PRIVILEGES TO CERTAIN FIXED-TERM FACULTY, TO ESTABLISH ADDITIONAL QUALIFICATIONS FOR ELECTION TO CERTAIN POSITIONS, AND TO EXPAND THE MEMBERSHIP OF THE FACULTY GRIEVANCE COMMITTEE.

Section 1. General requirements for voting and office-holding.

(a) Section I.D. of the *Faculty Code*, as amended on February 23, 1996, is rewritten to read:

~~"Except as otherwise provide in this Code, the right to vote for and hold offices established by the Code is limited to members holding faculty ranks of Professor, Associate Professor, Assistant Professor, and Instructor and those librarians who are members of the General Faculty. Except as otherwise provided in this Code, the Voting Faculty comprises (i) all members of the General Faculty having tenured or probationary-term appointments, (ii) librarians who are members of the General Faculty, and (iii) fixed-term faculty whose positions satisfy the following criteria:~~

- a) ~~The position is for full-time service and is not a visiting appointment; and~~
- b) ~~The duties of the position are primarily teaching, research, or both; and~~
- c) ~~The actual or anticipated length of service in the position is at least three years. This criterion is satisfied if (i) the current term of appointment is for three years or more, or (ii)~~

the appointment is a renewal appointment to the same position and the combined length of the current term and the immediately preceding terms is three years or more.
Only members of the Voting Faculty are eligible to hold offices established by the Code.

(b) Section II.D. of the *Faculty Code*, as enacted on February 23, 1996, is repealed.

Comment. The effect of the revision of Section I.D. is to enable fixed-term faculty who meet the stated criteria to vote for and hold all elected positions and to hold any appointive position established by the *Faculty Code*, except when the Code expressly imposes more restrictive qualifications. The revision of Section I.D. tracks the language of new Section II.D., which now becomes redundant and is therefore repealed.

Sec. 2. *Chair of the Faculty*. The first sentence of Section III.A.3 of the *Faculty Code* is rewritten to read:

"Nominations shall be made by the Advisory Committee, which shall select and submit the names of three qualified persons who hold the rank of professor."

Sec. 3. *Secretary of the Faculty*. The second sentence of Section II.B.2 of the *Faculty Code* is rewritten to read:

"The Advisory Committee shall nominate one member of the faculty having permanent tenure to the Faculty Council, which, after opportunity has been given or nominations from the floor, shall proceed to elect a Secretary of the Faculty.

Sec. 4. *Advisory Committee*. Section IV.B.(a)(i) of the *Faculty Code* is rewritten to read:

"The Advisory Committee shall consist of nine elected members holding the rank of professor, the Chair of the Faculty (III.A.), and the Secretary of the Faculty (III.B)."

Comment. This change reflects the major role that the Advisory Committee customarily performs in advising the Chancellor with respect to recommendations for appointment, reappointment, and promotion of tenure-track faculty.

Sec. 5. *Faculty Grievance Committee*. Section IV.B.(1)(d)(i) of the *Faculty Code* is rewritten to read:

"(i) The Faculty Grievance Committee shall consist of ~~nine~~ ten elected members. At all times three of the member shall have been Professors when elected, three shall have been Associate Professors, ~~and~~ three shall have been Assistant Professors, and one shall have held a fixed-term faculty appointment. A member's promotion in rank during a term of office shall not terminate his or her membership. The term of office shall be three years. One Professor, one Associate Professor, and one Assistant Professor shall be elected each year. One person holding a fixed-term appointment shall be elected in 1997 and every third year thereafter."

Comment. This change was suggested by the Faculty Grievance Committee as an appropriate way to include fixed-term faculty among its members.

Sec. 6. *College of Arts & Sciences*.

Comment. This section is in development.

[The section was available at the meeting, and is as follows:]

(a) Section VI.D.(7) of the *Faculty Code* is rewritten to read:

"7) All members of the General Faculty holding appointments in the departments within the College of Arts and Sciences are members of the Arts and Sciences Faculty. Only members

holding the faculty ranks of Professor, Associate Professor, Assistant Professor, and Instructor have the right to vote for and hold the offices of Division Chair and Vice Chair."

(b) Section VI.E.(4) of the Faculty Code is rewritten to read:

"4) The Chair, after consultation with the Voting Faculty of the department (as defined in Section I.D. of the Faculty Code) shall: (i) prepare and transmit the departmental budget; (ii) formulate and administer departmental personnel policies, including recommendations for appointments, increases, and promotions, provided that in making such recommendations, consultation shall be required only with the assembled full professors; (iii) prepare programs of course offerings and schedule the duties of the departmental staff; (iv) formulate and implement educational policies; (v) maintain instructional facilities, including library resources."

(c) Section VI.E.(5) of the Faculty Code is rewritten to read:

"5) The Department shall hold regular meetings at least once every three months. Special meetings may be called by the Chair. He or she shall call a special meeting upon the request of one-half of the voting members of the department. The Chair shall preside at all meetings. A Secretary of the departmental faculty shall be elected by the Department and shall keep an accurate record of its proceedings. Those members of the department who are members of the Voting Faculty as defined in Section I.D. of the Faculty Code shall vote in departmental meetings or on departmental matters, except that voting privileges with respect to matters affecting faculty appointments, reappointments, and promotions shall be limited to members holding tenured or probationary-term appointments."

Sec. 7. This amendment shall not affect the eligibility term of any person holding office on July 1, 1996, to complete the term to which he or she was elected.

Sec. 8. Upon final approval, this resolution shall become effective retroactively for all elections and appointments conducted or made pursuant to the Faculty Code on or after July 1, 1996.

[seconded] [Professor Brown: Thank you.] The effect of this amendment if approved, will make all fixed-term faculty who received voting privileges for the Faculty Council in the February action eligible to vote for and serve on all elected and appointed committees of the faculty, except those for which the Code establishes special criteria. The two primary committees for which the Code now establishes special criteria are the Faculty Hearings Committee and the Committee on Financial Exigency and Program Change. Both of those committees must be staffed by tenure-track faculty, and the Trustee's tenure regulations require that, so we have no discretion about those two committees. In the course of considering this we identified four other positions that in the view of the Committee on University Government warranted more restrictive treatment than the Code now provides. Those positions are the Chair of the Faculty, the Secretary of the Faculty, the Advisory Committee, and in the case of the Grievance Committee it was a matter of fitting it in. In the case of the Chair of the Faculty the recommendation would limit that to a person who holds the rank of Professor, as I think Harry Gooder observed when we discussed it, it is a somewhat high visibility position that needs to be able to from time to time be confrontational in dealing with the Administration, and is probably unlikely that anyone below the rank of Professor would have that ability. [laughter] So, we suggest that the Code specify that the chair of the Faculty to be a Professor. The Secretary of the Faculty we suggest needs to be someone who has permanent tenure for the very practical reason that the Secretary of the Faculty serves a five-year term. It would be somewhat awkward to lose a Secretary of

the Faculty through non-reappointment. [laughter] With the Advisory Committee we recommend that that consist of nine elected members who hold the rank of Professor. The reason being that probably the most extensive work of the Committee is advising the Chancellor on faculty appointments and promotions. It would be somewhat awkward for a member of the Committee to have to stand down if his or her own promotion were before the Committee. So we felt that it was appropriate that that Committee be staffed by persons holding the rank of Professor. In the case of Grievance Committee, that is one of the few elected committees that's apportioned by rank. The solution that the Grievance Committee suggests is that to add a tenth member to be allocated to the fixed-term faculty and leave the existing apportionment by rank alone.

The College of Arts and Sciences changes were developed in close consultation with the Advisory Committee, Faculty Advisory Committee, and the Chairs Advisory Committee in the College. The recommendation is that voting for and holding the positions of Division Chair and Vice Chair should be restricted to tenure-track faculty. Again, the rationale here is one of the primary functions of that Committee are faculty personnel decisions -- appointments, promotions, and tenure - in the College. That is the Arts and Sciences subcommittee of the Committee on Instructional Personnel, although it performs some other functions as well. For general participation in departmental affairs, fixed-term faculty would be voting members of the department on the same basis as everyone else, except for faculty appointments, reappointments, and promotions would be limited to persons holding tenured or probationary term appointments. In other words, tenure-track faculty. We have provided in the amendment that changing the criteria would not disqualify anyone who is presently serving, having been elected and serving on a committee if there are such. They would continue to serve out their term. And finally, the amendment will become effective retroactively because in anticipation of the good will of the general faculty I think we did nominate some tenure-track faculty for some positions and some may have actually been elected. Is that right, George? So we're going to try to hope that you will approve it and make it effective retroactively. I'll be glad to try to answer any questions.

Professor Estroff: I'm reluctantly going to speak against the full professor criteria for Chair of the Faculty and the Advisory Committee. When there is parity for women and people of color on this campus at that level, at that rank, then I think it makes sense, but it is de facto an exclusionary criteria for many of us. And I think it would be, all of us would be, hard pressed to see a person who would rise to the rank of Chair of the Faculty or serve on the Chancellor's Advisory Committee who is such a highly public person be denied promotion based on political reasons. So when there's parity and when everyone has equal access to those ranks, and we know that's not the case, I can support it. But in the absence of that, I find it to be an egregiously exclusionary criteria that I think should be struck. Professor Ferrell: Then I suggest that the proper motion then would be to amend the proposal to delete section 2 and to delete section 4, and you could make those either separately or together. Professor Estroff: [unintelligible] [Unidentified male]: Was that a motion to amend or were you accepting it as a friendly amendment? Professor Ferrell: I'm not accepting it. I'm waiting for somebody to make it. Professor Brown: Do you want to make that amendment, Sue? Professor Estroff: Yes, I do. Yes, I would like to propose --

I mean it in a friendly way. Professor Ferrell: I understand. Professor Brown: How do you want to do it? Professor Ferrell: Do you want to vote on one vote or do you want separate votes on the Chair of the Faculty and the Advisory Committee? Professor Estroff: Separately. And I think it should say tenured faculty. Professor Brown: Tenured faculty rather than..... Professor Ferrell: Wait, wait, wait. What is the motion now? Professor Estroff: The motion is to change whatever section it is, section 2, that says "Nominations shall be made by the Advisory Committee, which shall select and submit the names of three qualified persons who hold the rank of professor." To amend that to say "who hold the rank of tenured faculty member." Or "tenured members of the faculty." Professor Laurel Files (Health Policy & Administration): One thing is changing this, it may be just to leave the Code the way it was. That may be what the Code already said. For full professor, I think we need to take a look at the Code in there. Professor Ferrell: The Code presently provides, requires only the persons be members of the faculty. So the simplest thing to do be just to delete the section and leave it like it is. Professor Brown: So do you want to say that they should be tenured? Or do you want to just leave it as it is, Sue? Professor Estroff: I guess I'd feel more comfortable hearing comments from other people about this, before we come to some.. Professor Brown: I think we can continue discussing without, we don't have an amendment on the floor right now. Professor Files: Why don't we just separate, can we make an amendment just to take, what I think was said in the first place, to separate 2 in this resolution and section 4. Just to take them out, to remove them from this resolution and to deal with them as usual. And then at least we can vote on the rest of it. Professor Brown: Okay, we could do that. We could vote on the rest of the resolution, and then come back to section 2 and section 4. Can we do that? Okay, let's do that. And so let's vote on that resolution. That's been moved and seconded. Is there further discussion on all the sections besides section 2 and section 4? Okay, no further discussion.

Professor Fletcher: I just want to clarify something. Are the qualifications, the new qualifications for Chair of the Divisions in the College of Arts and Sciences limited to tenure-track faculty? Professor Ferrell: Yes. Professor Fletcher: But not full professors? Just tenure track. Professor Ferrell: It makes no change at all in the present practice in the College with Division Chairs and Vice Chairs. The effect of it is to keep-- Professor Fletcher: Just tenure-track faculty, although they are involved in personnel decisions, as with members of the Committee on Instructional Personnel. Professor Ferrell: Only tenure-track faculty would be eligible to vote for or to hold those positions. Professor Fletcher: [unintelligible] Professor Brown: Anything else then on all but sections 2 and 4. Okay, all those in favor, say aye. Any opposed say no. [unanimously adopted.] So all but sections 2 and 4 have passed. Let's come back to section 2 then, Chair of the Faculty.

Professor Estroff: So, it currently reads, "member of the faculty," right? Professor Ferrell: Presently there's a period after the word "persons" as you see it here. It now just says "Nominations shall be made by the Advisory Committee which shall select and submit the names of three qualified persons." The implication is that they have to be members of the faculty. It doesn't say that specifically. Professor Bayne: It was my

understanding in the current Code, the unamended Code, to be qualified you had be a tenured member of the faculty. Professor Ferrell: No. Under the current Code, an Assistant Professor could be elected Chair of the Faculty. Professor Bayne: But we're saying find some rank, just say tenured. Professor Ferrell: Well, I don't know what the motion is. My motion is to amend it as you see printed on the page, and I'm awaiting a clear amendment. Professor Brown: Well, there isn't one yet. We're discussing section 2, given that you've moved that part of this, and you haven't heard an amendment yet. Professor Pamela Conover (Political Science): A point of clarification. If it's left the way it is, with the changes you're now making, will than then mean that fixed-term faculty are eligible for that Committee and for Chair of the Faculty? Professor Ferrell: Yes. Professor Marion Danis (Medicine): I would share Sue Estroff's concern, but I would broaden, I would say it's not simply an issue for women and minorities. I think it's an issue of, I mean there are many men who are not professors. I think there are many individuals who would be excluded from leadership positions. I think that to bring non-tenured faculty on board in terms of having voting privileges and then to narrow the possibility for leadership for all of us would generally diminish the sense of the attempt to bring more faculty into the governing process. So I would share the suggestion that we not say that the Chair of the Faculty should be a professor. And I think, I can think of times I have been concerned about speaking out when I have been worried about promotion, and I think that that's something that an individual can take upon themselves to, you know, forego the privilege of a leadership position. I don't think we necessarily want to exclude people from positions of leadership on that basis. Professor Gooder: I may have said what you said I said a moment ago. I'm not sure. [laughter] I think the point that I want to make, and I think Professor Estroff has a very good point, and I think my point was not that the person be, have the rank of professor, but that the person be a member of the tenured faculty. Because I do think it's difficult to go out in public and criticize one's Chancellor or the President of the System if you're not a tenured faculty member. Now, certainly, you can take it upon yourself to do it if you don't have tenure, and you may come to that decision. But I really think we need individuals who've been around here that they would have received tenure, who would eventually become Chair of the Faculty. So I would support an amendment to simply say "a member of the tenured faculty."

Professor Tony Passannante (Anesthesiol'gy): I would speak against having tenure-track involved. I just think the simplest thing to do is to offer an amendment is to strike where is says "holds the rank of professor" and say, as you said, "who are members of the faculty." Professor Brown: Or just stop at "qualified persons" as it is now? Professor Passannante: Either way. I think it's a non-necessary thing that you should have to be a professor to be Chair of the Faculty. Professor Brown: So you're moving that? Professor Passannante: I would like to move that. Professor Brown: Is there a second? [seconded] Professor Ferrell: I would suggest, Jane, that the simplest thing to do right now is to go ahead and vote on that motion. If you delete it, then things stay the way they are. If the motion fails, then we can figure out how you want to change it. That would be the simplest thing to do right now. Professor Brown: Just vote on that as it stands now? Professor Ferrell: No, the motion to delete it, which is what Tony just made. Professor Brown: To vote on that motion. Professor Ferrell: If it passes, it

solves the controversy. Professor Brown: So your motion is to delete the underlined part of the sentence now. Professor Passanante: Yes. Professor Ferrell: To delete the whole section. The motion is to delete section 2. Professor Estroff (and a number of others): No, no. Professor Estroff: It's not to accept the change. Professor Brown: It's the same thing. Professor Ferrell: Trust me, trust me, that is what you want to do [laughter], to delete section 2. Even though I even over 40. Professor Brown: We come to the same point. Either we are deleting section 2 which puts us back to getting rid of the underlined section. That's the amendment. It's been seconded. Is there further discussion? All those in favor of deleting section 2 ..., all those in favor of that say aye. Any opposed say no. [some noes] The ayes have it. So we've now deleted section 2. It goes back to how it originally is, which means that any faculty member could be Chair of the Faculty. Professor Files: I would like to follow up on what Harry said and make, have an amendment reads, after "three qualified tenured persons." Professor Brown: So you're now introducing an amendment? Professor Files: Right. That's what Joe was suggesting. Take this out, then we were back where we were. And if we wanted to make a change, then it's a new amendment. So the new amendment I'm suggesting is that "Nominations shall be made by the Advisory Committee, which shall select and submit the names of three qualified tenured -- I guess I'd said "faculty" instead of "persons." Professor Ferrell: Well, if you wanted to parallel the very next section, it would say "three qualified persons having permanent tenure." Professor Files: That's fine. Professor Brown: Is there a second? [seconded] Is there discussion? Professor Paul Farel (Physiology): At first when Sue raised the point I thought it was really crazy. The more I thought about it the more I thought she was right. [laughter] That frequently happens. [laughter] In the spirit of what Sue said I think that we should defeat this amendment. I think that for example in the School of Medicine there are many non-tenure track faculty holding ranks equivalent to professor, who would then be excluded from positions for which they would be qualified. We're not saying that they would be Chair of the Faculty. We're saying you could run for Chair of the Faculty, and we would the ones who would determine whether they would be the most qualified people. So I would like to keep this as open as possible. Professor Brown: Further discussion? Professor Estroff: I think Paul Farel is right. [laughter] Professor Brown: Okay, all those in favor of the amendment which would read, "Nominations shall be made by the Advisory Committee, which shall select and submit the names of three qualified persons having permanent tenure." All those in favor of that amendment, say aye. [a few] All those opposed, say no. [more noes] Professor Brown: The noes have it. So that returns us to not having a section 2. Okay, very good. Any further amendments or discussion about any further amendments about that? Chair of the Faculty. Very good. Then we'll move on to section 4 about the Advisory Committee.

Professor Estroff: I'd like I'd guess to just to pull, to delete, whatever we said, the addition, the other one. I find the argument about reviewing promotions difficult to swallow since I'm not a full professor and I review promotions all the time in the School of Medicine on a promotions committee. And I work very hard at it, and it takes a hell of a lot of time. So I don't see why that would be a problem on the Advisory Committee. And the same exclusionary problems prevail here on the Advisory Committee, here so I guess I would propose that we just take out "holding the rank of

professor" and if that takes it back to its original, then I would suggest deleting this. Professor Ferrell: So you're arguing, you think there should be no requirement also that they have permanent tenure. So the Advisory Committee should be open to fixed-term faculty, assistant professors, instructors. Professor Estroff: As advisory to the Chancellor. Professor Ferrell: Then your motion should be to delete section 4. Professor Brown: So do you move that? Professor Estroff: I do move that. Professor Brown: Is there a second for that? [seconded] Discussion? Professor Danis: I think most of the discussion we've been having is about whether an individual would want to run and be in one of these positions. I think the other perspective to take is how people on campus would feel about having an Advisory Committee that is advising the Chancellor about major issues that is only composed of professors. I think there are many faculty on campus who are not full professors, and I think, I'm not sure we want to have such skewed representation, you know, a skewed sample of our faculty advising the Chancellor, if we simply let it be full professors. I think that that would really change the composition of the Advisory Committee essentially. I just think we would want to have advice coming from, it may be --

Professor Brown: It's de facto now all full professors. Professor Danis: And do we, I think that's something that we should examine before we codify that. [Unidentified person]: Just by a point, what does the Advisory Committee do, for us ignorant...? Professor Brown: It meets once a month with the Chancellor. The primary task at this point is to be reviewing all tenure and promotion files coming from all over campus. Professor Files: Could you read what you're trying to make this? Professor Ferrell: You mean in the present Code? Professor Files: Yes. Professor Ferrell: Well, many of you are not familiar with the underline and strikethrough technique, what it says in the present Code is everything except the underlined terms. [Unidentified person]: Let's take out "holding the rank of professor," which just leaves it open. Professor Brown: So all that has been inserted into the Code are the words "holding the rank of professor." With everything else there is already in the Code. Any further comments? The amendment is to delete this whole section. I'm sorry, to delete -- [Professor Ferrell: Section 4.] -- section 4 and go back to what's already in the Code. [Unidentified person]: What's in the Code? [laughter] Professor Brown: What's not underlined. [laughter] Professor Ferrell: What's in the Code is just that it has 9 members. It does not specify what, no other qualifications than that they be voting members of the faculty. Professor Maria Salgado (Romance Languages): [Professor Brown: Who is now Co-Chair of the Advisory Committee.] One of the things that concerns me here is are fixed-term people, do they vote on tenured people. Fixed-term people do they review and vote? Because if we don't say anything, at least "tenured" or something, that that means you could also have fixed-term people there, no? Professor Brown: That's right. Professor Ferrell: They would not vote in the College on faculty appointments and promotions under the amendment we just approved. That portion of the Code does not apply outside the College of Arts and Sciences. So with the change it will now be essentially up to the professional schools involved to determine whether and to what extent fixed-term faculty would have a voice in faculty personnel matters. The Code would not regulate that.

Professor Brown: Okay. Any further discussion about this? So the amendment is to delete this section, and this section put us back to the Coded language that says "The Advisory Committee shall consist of nine elected members, Chair of the Faculty, Secretary of the

Faculty." It doesn't designate from what rank. Professor Estroff: Sorry. You said de facto it's all full professors. How did that happen in the absence of -- Is there an unwritten code? Professor Ferrell: Tradition. And, in fact, it is not now all full professors. There is one Associate Professor who is a member of the current Committee. Professor Estroff: And it is functioning okay? [laughter] Professor Ferrell: It is functioning just fine, and I think he's sitting in the back of the room. Professor Gregory Strayhorn (Medicine): I'd just like to point out that first I don't know how I got on the Advisory Committee. And secondly, I am the Associate Professor. [laughter] Professor Ferrell: Which is why the savings clause at the end of the document. Professor Brown: So all those in favor of that amendment, to delete this section, say aye. All those opposed say no. [unanimously adopted] Therefore that section is deleted as well. That's it. Professor Ferrell: Thank you very much. Professor Brown: Thank you, Joe. Thank you very much. Professor Bayne: I just wanted to thank Joe personally on the Committee, personally, and you and Jim Peacock preceding you, because we started this five years ago, and this has come to just the right conclusion. And I appreciate all your efforts. Professor Brown: Very good. Because we slowly but eventually we make some progress. Thank you.

IX.

Election Results for Chair of the Division of the Natural Sciences, Faculty Council and Administrative Board of the Library, and Standing Elective Committees (including Faculty Assembly Delegation and Executive Committee of the Faculty Council). George S. Lensing, Secretary of the Faculty. [attached]

Professor Lensing: Once again this afternoon I want to thank Rosemary and David for their long hours in facilitating the process of these campus elections. I'm not going to take the time at this late hour to read the names of all the persons who have been elected to the elective committees of the faculty governance nor to the Faculty Council. We have a sheet with all those names listed that you should have picked up when you came in. [attached] I would like, and this is the last meeting of the academic year, and I would like to recognize those members of the Faculty Council who are completing their terms this year. And I am just going to quickly call your names and ask you to stand as I call your name and then invite us to offer a round of applause of appreciation to these persons. Thomas Warburton, David Schullenberg, Christopher Armitage, Robert Kirkpatrick, David Ganz, Joy Kasson, Jim Stasheff, Laurie McNeil, Donna Whitney, Arne Kalleberg, Stephen Walsh, Bereket Selassie, Eileen McGrath, Linda Drake, John Workman, Ronald Link, Jack Boger, Thomas Thornburg, Jo-David Fine, Peter Petrusz, Howard Reisner, Peter Gilligan, Henry Hsiao, Estrada Bernard, Lela Brink, Tony Passannante (although he's just been elected again), Ellen Weiss, Khalid Ishaq, Kenneth Bastow, Laurel Files, Steven Wing, Jan Atwood, Craig Calhoun, Frank Brown, Laura (Lolly) Gasaway, and Bonnie Yankaskas. You all have been -- a round of applause of appreciation. [applause] Professor Brown: Thank you all. I really have enjoyed working with you and you're welcome to come back anytime. I also would encourage you to write to me, email me, call me about any comments you have about how the Faculty Council has run, your tenure on it, what would work better for you, any ideas you have about how we can make this a more effective body. I'd love to hear from you.

for domestic partners, and charging Faculty Assembly representatives to work toward adoption of a domestic partners benefits-policy statement. "Principles to Guide Action" [in five parts] on determining salary policy.

delegation, Professor Jane Brown.

To Deans, Directors, and Department Heads.

No resolutions.

--

January 19, 1996

Amendment to Faculty Code of University Government extending representation and voting rights to lecturers and lecturer-equivalents under certain conditions.

To Secretary of the Faculty.

Resolution from Executive Committee of Faculty Council charging the Educational Policy Committee to act as a liaison with committees and institutional offices between faculty and students.

To Professors Tony Passannante and James J. Gallagher, co-chairs of Educational Policy Committee.

Resolution from Executive Committee of Faculty Council calling upon the Chancellor to create a task force to explore mechanisms for facilitating greater faculty-student interaction inside and outside the classroom.

To Chancellor Michael Hooker.

Resolution from Committee on Status of Women charging the Office of Affirmative Action to increase its efforts to ascertain reasons why departing faculty members choose to leave and to report to Faculty Council through Committee on Status of Women.

To Mr. Robert Cannon, Affirmative Action Officer.

Resolution from Committee on Status of Women calling on Vice Chancellors of Academic and Health Affairs to direct their respective deans to solicit from the deans' unit heads procedures used in promotions from Associate to Full Professor, strategies to promote women's access to Full Professor status, and outcomes of recent decisions in this category. Results should be reported back to the Council in 1996.

To Interim Provost Richard Richardson and Vice Chancellor Garland Hershey.

February 23, 1996

Mechanisms to Implement Salary Principles.

To Chancellor Hooker.

March 29, 1996

Resolution from Educational Policy Committee stating that assignments which are part of final examinations should be announced in course syllabi and become due on date of examination.

To Deans, Directors, and Department Heads.

Resolution from Educational Policy Committee stating that no instructional personnel shall tutor students for pay whom they are currently teaching, grading, or evaluating.

To Deans, Directors, and Department Heads.

April 26, 1996

Resolution from Committee on Student
Conduct restricting grounds for appeal
of cases in student judicial courts.

To Chancellor Hooker.

Resolutions identifying small group, individual,
and non-traditional forms of teaching, and to
create awards for excellence in these areas.

To Deans, Directors, and
Department Heads.

Resolutions urging support for academic
support programs and endorsing
supplementary instruction programs of
School of Medicine and its possible
expansion to other schools.

To Chancellor Hooker and
Deans, Directors, and
Department Heads.

First reading of Amendments to allow
fixed-term faculty to serve on and
vote for certain standing committees.

FACULTY ELECTION RESULTS, SPRING 1996, FOR ACADEMIC YEAR 1996-97

FAIR, NATURAL SCIENCES DIVISION

Joseph L. Templeton (Chemistry)
Alan Feduccia (Biology), Vice Chair

FACULTY COUNCIL

Fine Arts:
Professors:
 Roberta A. (Bobby) Owen (Dramatic Art)

ELECTED COMMITTEES

Humanities: Assoc. Profs.: Laurie F. Maffly-Kipp (Religion)

Advisory Committee

IR. String Haig, II (Romance Langs.)
Linda Lacey (City & Regional Pl.)
Gilbert C. White, II (Medicine)

Natural Sci.:
Lecturers/Lecturer-Equivs.: Douglas E. Holmgren (Physics)

Social Sciences:
Asst.Profs./Instructors/Lecturers/Lect.-Equivs.:
 Donna H. LeFebvre (Political Sci.)

Athletics Committee

Karla A. Henderson (Leis.St.&Rec.Admin.)
Richard A. Rosen (Law)

Lib./Lib.Sci.:

Assoc.Profs./Libs.: Robert S. Dalton (AA Lib.)
Asst.Profs./Libs./Instrs./General Libs./Lects./Lect.-Eqvs.:
 Barbara R. Tysinger (Health Sci. Lib.)

Educational Policy

Academic Affairs

Humanities: Jack M. Sasson (Religion)
Natural Sciences: Paul D. Fullagar (Geology)
Professional Schls.: Judith L. Meece (Educ.)

Business: Asst.Profs./Instrs./Lects./Lect.-Eqvs.:
 William E. Jackson, III

Faculty Grievance Committee:

Profs./Libs.: Evelyne H. Huber (Poli.Sci.)
Assoc.Profs./Libs.: Patricia Z. Fischer (PH)
asst.Profs./Libs.: Megan M. Matchinske (Eng.)

Education: Alternates Only

Journalism & Mass Com.: Alternates Only

Law: Profs./Assoc.Profs./Asst.Profs./Instrs./
Lects./Lect.-Eqvs.: John M. Conley

Faculty Hearings Committee

Beverly W. Taylor (English)
William F. Finn (Medicine)(1996-97 Alt.)
Lars G. Schultz (Political Sci.)(1996-97 Alt.)

Social Work: Alternates Only

Institute of Government: Alternates Only

Financial Exigency & Program Change

Academic Affairs: Peter I Kaufman (Relig.)
 Linda C. Wagner-Martin (Engl.)
Health Affairs: Jo Ann B. Dalton (Nursing)
 Edward A. Norfleet (Anesthesiology)

Medicine: Assoc.Profs.: Michael R. Mill (Surgery)
Asst.Profs./Instrs.: Lela W. Brink (Pediatrics)

 Anthony Passanante (Anesthes.)
 Jeremy P. Pantell (Psychiatry)
 Virginia K. Shea (Physiology)
 Judy A. White (Med. Allied Hlth.)

Honorary Degrees & Special Awards

Susan A. Klebanow (Music)
Joseph S. Pagano (Med./Cancer Ctr.)

Dentistry: Lects./Lect.-Eqvs.: Enrique Platin (Diagnost. Sci.)

Faculty Assembly Delegation

George Rabinowitz (Poli.Sci.)

Nursing: Alternates Only

Executive Committee of the Faculty Council

Sue E. Estroff (Social Med.)
Darryl J. Gless (English)
Laurie E. McNeil (Physics & Astr.)
Joseph S. Pagano (Med./Cancer Ctr.)

Pharmacy: Profs./Assoc. Profs.: Fred M. Eckel
Asst.Profs./Instrs./Lects./Lect.-Eqvs.:
 E. Christine Hanson-Divers

Administrative Board of the Library

Fine Arts: David A. Hammond (Dramatic Art)
Humanities: Jack M. Sasson (Relig.)
Natural Sci.: James M. Coggins (Comp.Sci.)
Social Sci.: M. Catharine Newbury (Poli.Sci.)
AA Libs.: Alternates Only

Public Health: Profs.: Donald L. Fox (Env.Sci.&Eng.)

Asst.Profs./Insts.: Vangie A. Foshie (PH Nursing)
Lects./Lect.-Eqvs.: Shrikant I. Bangdiwala (Biost.)