



*The University of North Carolina at Chapel Hill*

**THE UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL  
MEETING OF THE GENERAL FACULTY AND FACULTY COUNCIL  
December 11, 1998, 3:00 p.m.**

**\*\*\* Assembly Room, 2<sup>nd</sup> Floor, Wilson Library \*\*\***

**Chancellor Michael Hooker and the University Woman's Club invite the faculty to a Holiday Reception preceding the December Faculty Council meeting at 2:30 p.m. in the foyer of the Wilson Library.**

**AGENDA**

Type	Time	Item
INFO	3:00	<b>Chancellor's Remarks and Question Period.</b>
DISC		Chancellor Hooker invites questions and comments on any topic.
INFO	3:20	<b>Update on Capital Campaign Case Statement.</b> Provost Richard Richardson.
INFO	3:30	<b>Chair of the Faculty's Remarks.</b>
		<ul style="list-style-type: none"><li>• Res. 98-23. Endorsing Participation by Staff and Students in Their Governance Institutions.</li></ul>
INFO	3:40	<b>Annual Report of the Faculty Hearings Committee.</b> Prof. Genna Rae McNeil, chair
DISC	3:45	<b>Annual Report of the Committee on Undergraduate Admissions.</b> Dean Risa Palm, chair.
ACT		<ul style="list-style-type: none"><li>• Res. 98-17. Endorsing Faculty Involvement in Recruiting Top Students.</li><li>• Assoc. Provost and Director of Admissions Jerome Lucido and Prof. Miles Fletcher will speak to the matter of faculty involvement in student recruitment.</li></ul>
DISC	4:05	<b>Annual Report of the Faculty Athletics Committee.</b> Prof. Anne H. Fishel, chair.
DISC	4:15	<b>Annual Report of the Committee on Scholarships, Awards, and Student Aid.</b> Prof. Charles Daye, chair.
		<ul style="list-style-type: none"><li>• Director of Student Aid Shirley Ort will be available for questions and comment.</li></ul>
INFO		<b>Annual Report of the Committee on Instructional Personnel.</b> Provost Richard Richardson, chair. [This report is received for information only.]
INFO	4:35	<b>Annual Report of the Committee on University Government.</b> Prof. Janet Mason, chair.
ACT	4:40	<b>First Reading of Proposed Amendments to the Faculty Code of University Government.</b>
		<ul style="list-style-type: none"><li>• Res. 98-18. To Establish the University Committee on Copyright.</li><li>• Res. 98-19. To Establish the Faculty Information Technology Advisory Committee.</li><li>• Res. 98-20. Concerning Nominations, Elections, and Filling Vacancies.</li><li>• Res. 98-21. To Merge the Divisions of Fine Arts and Humanities and to Establish the Division of the School of Information and Library Science for Purposes of Faculty Council Elections.</li><li>• Res. 98-22. Repealing Rule 14 of the Rules of Procedure of the Faculty Council.</li></ul>
ACT	5:00	<b>Adjournment.</b>

Joseph S. Ferrell  
Secretary of the Faculty

KEY:  
**ACT** = Action  
**INFO** = Information  
**DISC** = Discussion

# **Due Notice of Proposed Amendments to the Faculty Code of University Government**

**December 11, 1998**

The Chair of the Faculty has called a special meeting of the General Faculty on December 11 at 3:00 p.m. in the Assembly Room of the Wilson Library to consider amendments to the *Faculty Code of University Government*. Each amendment must be approved by the General Faculty on two separate readings.

A summary of each amendment follows. The complete text of the amendments and the current text of the *Faculty Code* can be found at <http://www.unc.edu/faculty/faccoun/>.

## **Resolution 98-18. Amending the *Faculty Code of University Government* to Establish the University Committee on Copyright.**

Establishes the University Committee on Copyright as a standing committee of the General Faculty appointed by the chancellor. The committee is composed of faculty members (who must constitute a majority), graduate students, and staff members representing units involved in intellectual property matters. The committee will represent the concerns of faculty and other users and creators of scholarly information to the chancellor and the University community.

## **Resolution 98-19. Amending the *Faculty Code of University Government* to Establish the Faculty Information Technology Advisory Committee.**

Establishes the Faculty Information Technology Advisory Committee as a standing committee of the General Faculty appointed by the chair of the faculty. The committee is composed of faculty members (who must constitute a majority) and students. The committee represents to the chancellor and the University community the concerns of faculty and others with regard to information technology.

## **Resolution 98-20. Amending the *Faculty Code of University Government* Concerning Nominations, Elections, and Filling Vacancies.**

Makes a number of minor changes in the rules and procedures governing faculty elections. Deletes the specification that Faculty Council divisional nominating committees have three to five members, thus allowing for larger committees in large voting divisions. Allows nomination of fewer Council candidates than twice the number of seats to be filled. Provides that ECFC, rather than the Nominating Committee, will fill Council vacancies when there are no available alternates. Deletes obsolete transitional matter concerning initial establishment of the ECFC. Provides that appointment to fill an unexpired term on the ECFC or an elective committee does not count for term limitation purposes. Allows the ECFC to appoint up to five additional members to the Nominating Committee. Provides for the chair of the faculty to fill vacancies on elective committees when there are no available alternates (now, there is no provision for this contingency). Enlarges the number of alternates available for filling vacancies on the Council and elective committees by drawing from candidates in the two most recent elections, rather than only the immediately preceding election. Makes it permissive, rather than mandatory, for the Nominating Committee to suggest persons for appointment to appointive standing committees.

## **Resolution 98-21. Amending the *Faculty Code of University Government* to Merge the Divisions of Fine Arts and Humanities and to Establish the Division of the School of Information and Library Science for Purposes of Faculty Council Elections.**

Provides that the Division of the Fine Arts and the Division of the Humanities will constitute a single electoral division for Faculty Council purposes. Does not affect election of separate divisional chairs. Establishes the University Libraries and the School of Information and Library Science as two separate voting divisions rather one combined division as at present. Neither change affects the composition of the Administrative Board of the Library.

ANNUAL REPORT OF THE  
COMMITTEE ON INSTRUCTIONAL PERSONNEL  
DECEMBER 11, 1998

This report covers the activities of the Committee on Instructional Personnel for the academic year 1997-98.

The Committee dealt with the following matters during 1997-98:

1. Personnel Matters:

The Committee on Instructional Personnel operates through two separate subcommittees: the Subcommittee for the College of Arts and Sciences chaired by the Dean, and the Subcommittee on Professional Schools chaired by the Provost. The College subcommittee met eleven times during the academic year; the professional schools subcommittee met ten times.

At these meetings all recommendations from the Schools or departments and curricula involving tenure track appointments of any kind and all reappointments at the rank of lecturer or above were reviewed. In making these reviews both subcommittees sought to ensure uniformity of procedural practice and consistent attention to the respective roles and missions of each of the appointing units.

The Committee on Instructional Personnel recommended that the minimum stipend for teaching assistants with full responsibility remain at \$4,100 per section per semester for the academic year 1998-99 pending the availability of adequate budgetary resources.

2. Academic Calendar:

The Committee considered and approved the academic calendar for 1999-00 and the 2000 Summer Session calendar as proposed by the Student Faculty Calendar Committee.

3. Other Business Matters:

The Committee also considered and approved Dean Richard R. Cole as a member of the Advisory Committee on Undergraduate Admissions for a term of three years, beginning on 1 July 1998.

Respectfully submitted,

Interim Dean William Burke (1997-98)  
Richard R. Cole  
Linda Dykstra  
Richard Edwards  
Glen Elder (1997-)  
Interim Dean John P. Evans (1997)  
Dirk Frankenberg (1997-)  
Beverly Long  
Barbara Moran  
Risa Palm (1997-)  
Richard J. Richardson, Chair  
Mary Sheriff (1997-)  
Michael Smith  
Robert Sullivan (1998-)  
Judith Wegner

December 11, 1998

## Committee on University Government

**Current Members:**, Janet Mason (2000), chair; William I. Burke (1999); Elizabeth Gibson (2000); Jean Goeppinger (1999); James L. Peacock III (1999); Jack Sasson (2001); Douglas G. Kelly (2000); Joseph S. Ferrell (ex officio).

**Members leaving the committee this year:** None.

**Annual Report prepared by:** Janet Mason, chair. This report covers the period December, 1997, through November 17, 1998. (The committee is scheduled to meet on November 24, 1998—after this report is due and before the December 11 Faculty Council meeting at which the committee's report will be presented. Any action taken at that meeting will be reported orally or in a supplement to this report.)

**Committee charge.** "The Committee shall be especially concerned with the continuing development, adaptation, and interpretation of the *Faculty Code of University Government*. Subject to the powers of the University's Board of Trustees and the Chancellor of the University of North Carolina at Chapel Hill, the *Code* represents legislation enacted by the faculty regarding forms of internal organization and procedures at this institution which are deemed necessary for its fair and effective operation. The Committee should periodically review the existing *Code* and solicit suggestions for its improvements, and should recommend appropriate amendments in the *Code* for consideration and vote of the General Faculty. As provided under Article I of the *Code*, it should consider and report on other proposals to amend the *Code* and shall also periodically make appropriate adjustments of the elective representatives in the Faculty Council. The Committee may also consider and report on special questions of University governance which may be referred to it by the Chancellor or members of the faculty. The Committee shall be especially concerned with maintaining internal forms and procedures of academic administration which reflect principles of democracy and equity, vision and adaptability, and quality and responsibility, toward achieving the intellectual aims of the University." *Faculty Code of University Government*, § IV.B.(2)(a).

### Report of activities.

*Nominations, Elections, and Filling Vacancies.* The committee has discussed and is considering draft Code amendments dealing with (1) electoral divisions for purposes of Faculty Council elections; (2) nominating committees and nominations; (3) the filling of vacancies; and (4) eligibility of a person filling a vacancy to be nominated for a full term.

*Status of Lecturers and Other Fixed-Term Faculty.* The chair of the faculty asked the committee to study questions relating to the status of lecturers and other fixed-term faculty. After considering the request fully, the committee concluded that it was not the proper body to undertake the study and made several recommendations about how it might be done.

*Medical School Faculty Representation on Faculty Council.* The committee invited Faculty Council members from the School of Medicine to meet with the committee to discuss the level of Medical School representation and the means by which Faculty Council members are nominated.

The meeting led to general agreement, and decisions by the committee regarding Medical School representation, as follows:

1. Changes in the Faculty Code are not necessary.
2. The Medical School should remain one division for purposes of electing Faculty Council representatives, retaining the present number/proportion of representatives.
3. Methods of identifying and nominating candidates for Faculty Council should be improved by
  - a. the appointment of two separate nominating committees—one for pre-clinical and one for clinical faculty—but not requiring that nominations or council members be allocated any certain way between those two groups,
  - b. providing written information to all Medical School faculty about Faculty Council, especially as its activities affect the school and its faculty,
  - c. using a survey similar to one Joe Ferrell, Secretary of the Faculty, has used before, asking people to suggest other faculty members as possible nominees and also to indicate whether, if nominated, they themselves would agree to run/serve, and
  - d. encouraging the two nominating committees to involve department chairs in informing faculty, possibly in identifying potential nominees, but not in "designating" or "appointing" them.

*Creation of New Committees.* The committee has begun consideration of proposals and draft Code language for the creation of two standing committees: (1) Faculty Information Technology Advisory Committee and (2) Committee on Copyright.

Janet Mason, Chair  
 William I. Burke  
 Elizabeth Gibson  
 Jean Goeppinger  
 Douglas G. Kelly  
 James L. Peacock III  
 Jack M. Sasson  
 Joseph S. Ferrell (ex officio)

**Resolutions Submitted to the General Faculty and the Faculty Council**  
**December 11, 1998**

**Resolution 98-17. Endorsing Faculty Involvement in Student Recruitment**

Introduced by the Advisory Committee on Undergraduate Admissions

The Faculty Council resolves:

The Faculty Council continues to endorse the value of continuing faculty involvement in Admissions Office recruitment efforts directed toward top student applicants.

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**Resolution 98-18. Amending the *Faculty Code of University Government* to Establish the University Committee on Copyright.**

Introduced by the Committee on University Government

The General Faculty resolves:

Sec. 1. The *Faculty Code of University Government* is amended by inserting a new section as follows:

**"§ 4-25. University Committee on Copyright.** (a) The committee is appointed by the chancellor. It shall consist of (i) faculty members, who shall constitute a majority of the members, (ii) one or more graduate students, serving one-year renewable terms, and (iii) members from campus units, such as the campus libraries and the Office of Technology Development, that are involved in intellectual property matters.

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

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

Sec. 2. This amendment is effective upon adoption.

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**Resolution 98-19. Amending the *Faculty Code of University Government* to Establish the Faculty Information Technology Advisory Committee.**

Introduced by the Committee on University Government

The General Faculty resolves:

The *Faculty Code of University Government* is amended by inserting a new section as follows:

**"§ 4-26. Faculty Information Technology Advisory Committee.** The committee is appointed by the chair of the faculty. It shall consist of (i) faculty members, who shall constitute a majority of the members; and (ii) one or more students, serving one-year renewable terms. The committee represents to the chancellor and the University community the concerns of faculty and others with regard to information technology. The committee's functions include:

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

Sec. 2. This amendment is effective upon adoption.

**Resolution 98-20. Amending the Faculty Code of University Government Concerning Nominations, Elections, and Filling Vacancies.**

Introduced by the Committee on University Government

The General Faculty resolves:

Section 1. Section 2-4 of the *Faculty Code of University Government* is rewritten to read:

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

(b) The Nominating Committee shall establish divisional nominating committees of ~~three to five members~~ within each electoral division of the Faculty Council. These committees shall recommend nominees for the Faculty Council. Each committee shall recommend at least two nominees for each vacancy within its electoral division unless the number of vacancies makes that impractical. The divisional committees normally shall be drawn from the retiring members of the Faculty Council and each shall be as widely representative of the departments in its electoral division as possible. Service on a divisional nominating committee shall be for one year.

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

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

(d) The secretary of the faculty shall fill vacancies for the remainder of unexpired terms from the list of those voted on in the two most recent elections for that division in the order of the highest number of votes received. If all such persons decline appointment or are no longer eligible for election or there is an insufficient number, the ~~Nominating Committee-Executive Committee of the Faculty Council~~ shall fill the vacancy for the remainder of the unexpired term. Council members taking leave for not longer than one year may be temporarily replaced during such leave in like manner. Council members taking leave for longer than one year shall be deemed to have resigned from the Council."

Sec. 2. Section 2-10(a) of the Faculty Code is rewritten to read:

**"§ 2-10. Executive Committee of the Faculty Council.** (a) The Executive Committee of the Faculty Council shall consist of the chair of the faculty, the secretary of the faculty, and twelve

37 voting members of the General Faculty elected by the Faculty Council for renewable three-year  
 38 terms. The term of office shall begin on July 1. ~~Six of the initial members of the Executive~~  
 39 ~~Committee shall be appointed by the chair of the faculty and six shall be elected by the Faculty~~  
 40 ~~Council in the manner provided in paragraph (2), below. The initial selections shall be for a~~  
 41 ~~combination of one, two, and three year terms so that thereafter four seats will become open~~  
 42 ~~each year. As the initial terms expire, all seats shall be filled by election. No person shall serve as~~  
 43 ~~an elected member of the Executive Committee for more than six years in any period of seven~~  
 44 ~~years. A member who has served two successive full three-year terms is ineligible for election to~~  
 45 ~~the succeeding term."~~

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47 Sec. 3. Sections 4-1, 4-2, 4-3, and 4-4 of the Faculty Code are rewritten to read:

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49 **"§ 4-1. Organizational principles.** The existing standing committees of the faculty and new  
 50 committees shall be organized as nearly as practicable in accordance with the following  
 51 principles:

- 52 (1) No committee shall consist of more than seven members, unless authorized by the
- 53 chancellor and Advisory Committee;
- 54 (2) Members shall serve for staggered terms of three years each and, on elective
- 55 committees, be ineligible to succeed themselves a member who has served a full
- 56 three-year term is ineligible for election to the succeeding term;
- 57 (3) When a committee is created by faculty action, its functions shall be specifically
- 58 stated in the motion or resolution;
- 59 (4) When a committee is created by administrative action, its functions shall be
- 60 specifically stated in a written communication to the faculty;
- 61 (5) Before any new special or standing committee is created, consideration shall be
- 62 given to the question whether one of the existing committees could effectively
- 63 undertake the assignment;
- 64 (6) Necessary aid and assistance shall be provided to expedite the work of the
- 65 committees of the faculty; and
- 66 (7) Service on all standing committees shall begin on July 1 following election or
- 67 appointment and end on June 30 of the appropriate year.

68 **§ 4-2. The Nominating Committee.** (a) The Nominating Committee shall consist of all faculty  
 69 members retiring from the elective faculty committees (Advisory, Athletics, Educational Policy,  
 70 Faculty Grievance, Faculty Hearings, Financial Exigency and Program Change, and Honorary  
 71 Degrees and Special Awards). The Executive Committee of the Faculty Council may appoint up  
 72 to five additional members. Service shall be for one year and members are ineligible for  
 73 nomination to an elective committee. The chair and secretary of the faculty shall serve as ex  
 74 officio, non-voting members. The chair of the faculty shall convene the committee each year to  
 75 elect its chair. The secretary of the faculty shall serve as secretary of the Nominating Committee.

76 **§ 4-3. Procedure for electing standing committees.** (a) Each spring the Nominating  
 77 Committee shall provide the secretary of the faculty with three nominees for each vacancy on  
 78 each elective committee. Additional nominees may be added to the ballot by written nomination of  
 79 ten or more faculty members submitted to the secretary of the faculty.

80 (b) Ballots shall be distributed by the secretary of the faculty and those nominees receiving the  
 81 highest number of votes shall be declared elected.

82 (c) In the event of a tie the secretary shall determine election by lot.

83 (d) Interim vacancies shall be filled by the secretary from the list of those voted on in the two  
 84 most recent elections in the order of the highest number of votes received unless all such  
 85 persons decline appointment, or are ineligible, or there is an insufficient number, in which case



85 persons decline appointment, or are ineligible, or there is an insufficient number, in which case  
 86 the vacancy shall be filled by appointment of the chair of the faculty for the remainder of the  
 87 unexpired term.

88 **§ 4-4. Procedure for selecting appointed standing committees.** The Nominating  
 89 Committee will may act in an advisory capacity to the chancellor and the chair of the faculty, as  
 90 they deem appropriate, in the appointment of standing and special committees."

91  
 92 Sec. 2. This amendment becomes effective July 1, 1999, and shall govern elections  
 93 conducted for the 1999-2000 academic year.

1 **Resolution 98-21. Amending the *Faculty Code of University Government* to Merge the**  
 2 **Divisions of Fine Arts and Humanities and to Establish the Division of the School of**  
 3 **Information and Library Science for Purposes of Faculty Council Elections.**

4 Introduced by the Committee on University Government

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 6 The General Faculty resolves:

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 8 Section 1. Section 2-2(e) of the *Faculty Code of University Government* is rewritten to read:  
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10 "(e) The electoral divisions are:

- 11 (1) The Division of Fine Arts and the Division of the Humanities of the College of Arts  
 12 and Sciences;
- 13 ~~(2) The Division of Humanities of the College of Arts and Sciences.~~
- 14 ~~(3)(2)~~ (2) The Division of Basic and Applied Natural Sciences of the College of Arts and  
 15 Sciences and The Institute of Marine Sciences;
- 16 ~~(4)(3)~~ (3) The Division of Social Sciences of the College of Arts and Sciences;
- 17 ~~(5)(4)~~ (4) The University Libraries and The School of Information and Library Science;
- 18 ~~(6)(5)~~ (5) The Kenan-Flagler School of Business;
- 19 ~~(7)(6)~~ (6) The School of Education;
- 20 ~~(7) The School of Information and Library Science;~~
- 21 (8) The School of Journalism and Mass Communication;
- 22 (9) The School of Law;
- 23 (10) The School of Social Work;
- 24 (11) The Institute of Government;
- 25 (12) The School of Medicine;
- 26 (13) The School of Dentistry;
- 27 (14) The School of Nursing;
- 28 (15) The School of Pharmacy; and
- 29 (16) The School of Public Health."

30  
 31 Sec. 2. This amendment becomes effective July 1, 1999, and shall govern elections  
 32 conducted for the 1999-2000 academic year.

**Resolution 98-22. Repealing Rule 14 of the Rules of Procedure of the Faculty Council.**

Introduced by the Committee on University Government

The Faculty Council resolves:

Rule 14 of the Rules of Procedure of the Faculty Council is repealed.

[Comment: Rule 14 now provides as follows:

14. At each annual Faculty Council election two alternates in each professorial rank in each electoral division of the University shall be selected. An alternate shall succeed to membership on the Council when a vacancy occurs. Succession shall be within professorial rank and division.

Alternates will serve for a period of one year or until the next election. Although there may not be a vacancy in a particular professorial rank at the time of the annual election, an election within the rank shall nevertheless be conducted to select alternates.

The secretary of the faculty shall announce as alternates the two in each rank in each division who, next to those elected, receive the highest number of votes.]

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**Resolution 98-23. Endorsing Participation by Staff and Students in Their Governance Institutions.**

Introduced by the Chair of the Faculty

The Faculty Council resolves:

The faculty places great value on the participation of the Employee Forum, the Graduate and Professional Student Federation, and Student Government in the life of the University and supports members of the staff and students who wish to serve the University through active participation in these organizations. To that end, the Faculty Council urges supervisors and faculty advisors to give all appropriate support to staff and graduate and undergraduate students who wish to seek office in the Employee Forum, the GPSF, or Student Government.

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#### Preamble:

**Whereas** recognition of the inherent dignity and of the equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world,

**Whereas** disregard and contempt for human rights have resulted in barbarous acts which have outraged the conscience of [hu]mankind, and the advent of a world in which human beings shall enjoy freedom of speech and belief and freedom from fear and want has been proclaimed as the highest aspiration of the common people,

**Whereas** it is essential, if [humans are] not to be compelled to have recourse, as a last resort, to rebellion against tyranny and oppression, that human rights should be protected by the rule of law,

**Whereas** it is essential to promote the development of friendly relations between nations,

**Whereas** the peoples of the United Nations have in the Charter reaffirmed their faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women and have determined to promote social progress and better standards of life in larger freedom,

**Whereas** Members States have pledged themselves to achieve, in cooperation with the United Nations, the promotion of universal respect for and observance of human rights and fundamental freedoms,

**Whereas** a common understanding of these rights and freedoms is of the greatest importance for the full realization of this pledge,

#### Now, Therefore,

the **General Assembly proclaims this Universal Declaration of Human Rights** as a common standard of achievement for all peoples and all nations, to the end that every individual and every organ of society, keeping this Declaration constantly in mind, shall strive by teaching and education to promote respect for these rights and freedoms and by progressive measures, national and international, to secure their universal and effective recognition and observance, both among the peoples of the Members States themselves and among the peoples of territories under their jurisdiction.

**Article 1.** All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood.

**Article 2.** Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, color, sex, language, religion, political or other opinion, national or social origin, property, birth or other status. Furthermore, no distinction shall be made on the basis of the political, jurisdictional or international status of the country or territory to which a person belongs, whether it be independent, trust, non-self-governing or under any other limitation of sovereignty.

**Article 3.** Everyone has the right to life, liberty and security of person.

**Article 4.** No one shall be held in slavery or servitude; slavery and the slave trade shall be prohibited in all their forms.

**Article 5.** No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.

**Article 6.** Everyone has the right to recognition everywhere as a person before the law.

**Article 7.** All are equal before the law and are entitled without any discrimination to equal protection of the law. All are entitled to equal protection against any discrimination in violation of this Declaration and against any incitement to such discrimination.

**Article 8.** Everyone has the right to effective remedy by the competent national tribunals for acts violating the fundamental rights granted him [or her] by the constitution or by law.

**Article 9.** No one shall be subjected to arbitrary arrest, detention or exile.

**Article 10.** Everyone is entitled in full equality to a fair and public hearing by an independent and impartial tribunal, in the determination of his [or her] rights and obligations and of any criminal charge against him [or her].

**Article 11.** (1) Everyone charged with a penal offense has the right to be presumed innocent until proved guilty according to law in a public trial at which he [or she] has had all the guarantees necessary for his [or her] defense.

(2) No one shall be held guilty of any penal offense on account of any act or omission which did not constitute a penal offense, under national or international law, at the time when it was committed. Nor shall a heavier penalty be imposed than the one that was applicable at the time the penal offense was committed.

**Article 12.** No one shall be subjected to arbitrary interference with his [or her] privacy, family, home or correspondence, nor to attacks upon his [or her] honor and reputation. Everyone has the right to the protection of the law against such interference or attacks.

**Article 13.** (1) Everyone has the right to freedom of movement and residence within the borders of each state.

(2) Everyone has the right to leave any country, including his [or her] own, and to return to his [or her] country.

**Article 14.** (1) Everyone has the right to seek and to enjoy in other countries asylum from persecution.

(2) This right may not be invoked in the case of prosecutions genuinely arising from non-political crimes or from acts contrary to the purposes and principles of the United Nations.

**Article 15.** (1) Everyone has the right to a nationality.

(2) No one shall be arbitrarily deprived of his [or her] nationality nor denied the right to change his [or her] nationality.

# *The Universal Human*

**Article 16.** (1) Men and women of full age, without limitation due to race, nationality or religion, have the right to marry and found a family. They are entitled to equal rights as to marriage, during marriage and at its dissolution.

(2) Marriage shall be entered into only with the free and full consent of the intending spouses.

(3) The family is the natural and fundamental group unit of society and is entitled to protection by society and the State.

**Article 17.** (1) Everyone has the right to own property alone as well as in association with others.

(2) No one shall be arbitrarily deprived of his [or her] property.

**Article 18.** Everyone has the right to freedom of thought, conscience and religion; this right includes freedom to change his [or her] religion or belief, and freedom, either alone or in community with others and in public or private, to manifest his [or her] religion or belief in teaching, practice, worship and observance.

**Article 19.** Everyone has the right to freedom of opinion and expression; this right includes freedom to hold opinions without interference and to seek, receive and impart information and ideas through any media and regardless of frontiers.

**Article 20.** (1) Everyone has the right to freedom of peaceful assembly and association.

(2) No one may be compelled to belong to an association.

**Article 21.** (1) Everyone has the right to take part in the government of his [or her] country, directly or through freely chosen representatives.

(2) Everyone has the right of equal access to public service in his [or her] country.

(3) The will of the people shall be the basis of the authority of government; this will shall be expressed in periodic and genuine elections which shall be by universal and equal suffrage and shall be held by secret vote or by equivalent free voting procedures.

**Article 22.** Everyone, as a member of society, has the right to social security and is entitled to realization, through national effort and international cooperation and in accordance with the organization and resources of each State, of the economic, social and cultural rights indispensable for his [or her] dignity and the free development of his [or her] personality.

**Article 23.** (1) Everyone has the right to work, to free choice of employment, to just and favorable conditions of work, and to protection against unemployment.

(2) Everyone without any discrimination, has the right to equal pay for equal work.

(3) Everyone who works has the right to just and favorable remuneration ensuring for himself [or herself] and his [or her] family an existence worthy of human dignity, and supplemented, if necessary, by other means of social protection.

(4) Everyone has the right to form and to join trade unions for the protection of his [or her] interests.

**Article 24.** Everyone has the right to rest and leisure, including reasonable limitation of working hours and periodic holidays with pay.

# Declaration of Rights

**Article 25.** (1) Everyone has the right to a standard of living adequate for the health and well-being of himself [or herself] and of his [or her] family, including food, clothing, housing and medical care and necessary social services, and the right to security in the event of unemployment, sickness, disability, widowhood, old age or other lack of livelihood in circumstances beyond his [or her] control.

(2) Motherhood and childhood are entitled to special care and assistance. All children, whether born in or out of wedlock, shall enjoy the same social protection.

**Article 26.** (1) Everyone has the right to education. Education shall be free, at least in the elementary and fundamental stages. Elementary education shall be compulsory. Technical and professional education shall be made generally available and higher education shall be equally accessible to all on the basis of merit.

(2) Education shall be directed to the full development of the human personality and to the strengthening of respect for human rights and fundamental freedoms. It shall promote understanding, tolerance and friendship among all nations, racial or religious groups, and shall further the activities of the United Nations for the maintenance of peace.

(3) Parents have a prior right to choose the kind of education that shall be given to their children.

**Article 27.** (1) Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits.

(2) Everyone has the right to the protection of the moral and material interests resulting from any scientific, literary or artistic production of which he [or she] is the author.

**Article 28.** Everyone is entitled to a social and international order in which the rights and freedoms set forth in this Declaration can be fully realized.

**Article 29.** (1) Everyone has duties to the community in which alone the free and full development of his [or her] personality is possible.

(2) In the exercise of his [or her] rights and freedoms, everyone shall be subject only to such limitations as are determined by law solely for the purpose of securing due recognition and respect for the rights and freedoms of others and of meeting the just requirements of morality, public order and the general welfare in a democratic society.

(3) These rights and freedoms may in no case be exercised contrary to the purposes and principles of the United Nations.

**Article 30.** Nothing in this Declaration may be interpreted as implying for any State, group or person any right to engage in any activity or to perform any act aimed at the destruction of any of the rights and freedoms set forth herein.

# Voting Faculty Statistics

Division Name	Level 1 Prof	Level 2 Assoc Prof	Level 3 Asst Prof	Level 4 Instructor	Level 5 Fixed-Term	Division Total
Fine Arts	25	16	8		6	55
Humanities	105	48	32	1	16	202
Institute of Government	21	9	7	1	4	42
Kenan-Flagler Business School	35	22	16	1	8	82
Libraries & Library Science	56	50	24		2	132
Natural Sciences	157	46	31		35	269
School of Dentistry	31	26	14		39	110
School of Education	31	9	8		6	54
School of Journalism	15	12	4		3	34
School of Law	31	3	1		4	39
School of Medicine	289	163	158	2	248	860
School of Nursing	14	13	10		23	60
School of Pharmacy	12	17	11		18	58
School of Public Health	67	41	28		47	183
School of Social Work	13	7	4	1	19	44
Social Sciences	131	37	43	2	9	222
<b>Group Totals:</b>	1033	519	399	8	487	
<b>Voting Faculty Total:</b>	<b>2446</b>					



The University of North Carolina at Chapel Hill

## MINUTES OF THE FACULTY COUNCIL December 11, 1998

The full version of the Minutes will be found at <http://www.unc.edu/faculty/faccoun>.

**Chancellor's Remarks.** *Merit scholarships.* Chancellor Hooker is working on a plan to dedicate a portion of our unrestricted endowment income to merit scholarships.

*Horace Williams tract.* Despite the impression that might have been left by some newspaper accounts, no decisions have been made about the use of undeveloped portions of the Horace Williams tract. The entire campus community is invited to submit suggestions as to how best to use this property.

*Collegiate licensing code of conduct.* The Chancellor said that he has signed a petition being circulated by a group of students that calls on companies using our logo to pay their employees a livable wage and to disclose the location of factories abroad with which they have contracts.

**Capital Campaign Case Statement.** Provost Richard Richardson reported that the case statement for the upcoming capital campaign will be prepared in a process that closely resembles the pattern used in the bicentennial campaign. Deans and directors have been asked to seek from units that report to them ideas for inclusion in the case statement. These ideas will be sifted by six subcommittees after which the central committee will prepare a draft for review by the Council of Deans, the Chancellor's Cabinet, and the University Priorities and Budget Committee. The final statement will be prepared after the Development Office has tested the draft on a number of potential donors.

**Task Force on Teaching Evaluation.** Provost Richardson has appointed a Task Force to Develop an Instrument for Student Evaluation of Teaching chaired by Prof. Elliot Hirschman, Assistant to the Provost.

**Chair of the Faculty's Remarks.** *Universal Declaration of Human Rights.* Prof. Andrews called attention to the 50<sup>th</sup> anniversary of the Universal Declaration of Human Rights adopted by the United Nations in 1948. In the fifty years since its adoption, many nations have incorporated the Declaration into their constitutions or recognized it as binding law.

*Special Olympics.* Prof. Andrews called for faculty volunteers to help with the Special Olympics that will be held here this summer. This is being billed as the largest sporting event of 1999.

*Participation by staff and students in governance organizations.* Prof. Andrews said it has been brought to his attention that the Graduate and Professional Student Federation and the Employee Forum have had difficulty in recruiting people to run for office in their organizations due to opposition from supervisors and faculty advisors. He moved adoption of Resolution 98-23 which "urges supervisors and faculty advisors to give all appropriate support to staff and graduate and undergraduate students who wish to seek office in the Employee Forum, the GPSF, or Student Government." The resolution was adopted unanimously.

**Faculty Hearings Committee.** Prof. Beverly Taylor acknowledged with deep appreciation the distinguished service on the committee of Robert Gallman, Kenan Professor of Economics, who died on November 10, 1998.

**Scholarships, Awards, and Student Aid.** Prof. Charles Daye, Chair of the Committee on Scholarships, Awards, and Student Aid, presented the committee's annual report. Speaking for himself and not necessarily for the committee, he said that he has formed two strong opinions about student aid on this campus. First, there is not enough money available to meet our needs, either for need-based aid or merit-based aid. Second, we do not have enough data to enable us to understand properly the consequences of the decisions we are making about student aid.

**Advisory Committee on Undergraduate Admissions.** Assoc. Dean Richard Soloway presented the report of the Advisory Committee on Undergraduate Admissions. He asked Prof. Miles Fletcher to speak to the matter of faculty involvement in student recruitment.

Prof. Fletcher said that the faculty needs to get more involved in undergraduate student recruitment for two reasons (1) the competition for top high school seniors is escalating with each passing year, and (2) the University must work hard to maintain the quality of our entering classes as we experience significant enrollment growth over the next several years. He chairs a subcommittee of the Committee on Undergraduate Admissions that is working on identifying ways in which the faculty can help in this regard. Several of the subcommittee's ideas can be implemented rapidly: (1) each department and school could appoint a liaison to work with the Undergraduate Admissions Office; (2) each department and school could compose a letter explaining its undergraduate programs and their particular strengths; these letters could be sent with acceptance letters according to the student's stated interests; (3) in the Spring there could be some evening phone-a-thons when faculty members could call prospective students to explain such things as the freshman seminars program and to answer questions. Other ideas that would probably require additional resources include a day-long open house when prospective students could visit different departments; creation of a university-wide system to facilitate classroom visits by interested students; and planning online chat sessions in which faculty members could field questions from high

school students. Mr. Gerald Lucido, Director of Undergraduate Admissions, summarized some of the things that his office is doing to recruit top North Carolina students: personalized letters to high school juniors and seniors who scored very well on the PSAT or SAT; receptions throughout the State for top high school scholars; and delivering applications to high schools and meeting with counselors on their own turf rather than sending information by mail. Overall, we are trying to personalize the process for prospective students to make them feel wanted. The three most common answers top students give for deciding to enroll somewhere else are (1) the other institution paid more attention to me, (2) they offered me better aid or more recognition, and (3) I understood their programs better. Faculty members are in a better position than anyone else to address the third reason. An immediate instance in which faculty could be helpful is to place personal calls to students who are now in the second deadline admissions process for next Fall. Another is faculty-to-faculty contacts between our faculty and high school faculty members teaching advanced placement courses.

The Council unanimously adopted Resolution 98-17 endorsing faculty involvement in student recruitment.

**Faculty Committee on Athletics.** Prof. Anne Fishel (Nursing) presented the committee's annual report and invited comment. Prof. Steven Bachenheimer (Microbiology) raised the issue of compliance with federal legal requirements for gender equity in athletics. Mr. Richard Baddour, Director of Athletics, explained that there are three tests for compliance with Title IX: (1) the proportionality of participation of women in athletics as compared to enrollment; (2) whether the institution has a history of providing opportunities for women, and (3) whether the institution is meeting the interests and abilities of the undergraduate population and the under-represented sex. About 60% of our students are women, but only 40% of students participating in athletics are women, so we do not meet the first test and probably never will unless we eliminate some men's sports. We do, however, meet both the second and third tests. We have been advised by legal counsel that Title IX is satisfied if we meet one of the three tests. We are also in compliance with Title IX as concerns physical facilities and financial aid.

**Committee on Instructional Personnel.** The report was received without comment.

**University Committee on Copyright.** Prof. Mason, chair of the Committee on University Government, moved adoption of Resolution 98-18 to establish a University Committee on Copyright. The resolution was adopted on first reading without debate or dissent.

**Faculty Information Technology Advisory Committee.** Prof. Mason moved adoption of Resolution 98-19 to establish the Faculty Information Technology Advisory Committee. Resolution 98-19 was adopted on first reading unanimously.

**Nominations, Elections, Vacancies.** Prof. Mason moved adoption of Resolution 98-20 concerning nominations, elections and filling vacancies. The resolution was adopted on first reading unanimously.

**Faculty Council Electoral Divisions.** Prof. Mason moved adoption of Resolution 98-21 which, for purposes of Faculty Council elections, would combine the Division of the Fine Arts and the Division of the Humanities into one and create a new voting division for the School of Information and Library Sciences. There was no support for combining Fine Arts and Humanities. Accordingly, Prof. Mason moved to amend the resolution to delete this change and the amendment was adopted. There was general support for placing the School of Information and Library Science in its own electoral division. Resolution 98-21, as amended, was adopted on first reading unanimously.

**Election of Alternates.** Resolution 98-22, which would repeal the rule of order of the Faculty Council that requires elections for alternates each year even though there are no vacancies in the affected rank and division, was adopted.

Joseph S. Ferrell, Secretary of the Faculty



*The University of North Carolina at Chapel Hill*

## **MINUTES OF THE FACULTY COUNCIL**

### **December 11, 1998, 3:00 P.M.**

#### **Attendance**

Present (61): Adler, Angel, Bangdiwala, Black, Blackburn, Clegg, Collins, Cordeiro-Stone, Covach, Dalton, Daye, Debreczeny, Devellis, Eckel, Elvers, Estroff, Favorov, Fishman, Foshee, Graves, Grossberg, Hattem, Hooper, Huang, Hyatt, Johnson, Kaufman, Kjervik, LeFebvre, Lentz, Levine, Maffly-Kipp, Margolis, Marshall, McKeown, Melchert, Mill, Molina, Moreau, Newton, Owen, Pagano, Panter, Pfaff, Plante, Platin, Postema, Raab-Traub, Rabinowitz, Raper, Rosenfeld, Schaller, Sekerak, Straughan, Strauss, Taft, Thorp, Vevea, Werner, White, Williams.

Excused absences (22): Bender, Bluestein, Bolas, Bowen, Carl, Cravey, Gasaway, Graham, Harrison, Holmgren, Jackson, Lord, Lubker, Ludlow, Madison, Meehan-Black, Nord, Passannante, Powell, Shea, Steponaitis, Weiss.

Unexcused absences (3): Fox, Haskill, Tysinger.

#### **Chancellor's Remarks**

**Merit scholarships.** Anticipating the annual report of the Committee on Scholarships and Student Aid, Chancellor Hooker announced that he is working on a plan to dedicate a portion of our unrestricted endowment income to merit scholarships.

**Horace Williams tract.** The Chancellor noted that the committee that has been appointed to produce a conceptual plan for use of the Horace Williams Tract has begun its work. He said that despite the impression that might have been left by some newspaper accounts, there has been no decision to locate a life sciences research park there. Neither are there any current plans to move academic programs to the Horace Williams tract. All options remain open. The entire campus community is invited to submit suggestions as to how best to use this property.

**Technology transfer.** Chancellor Hooker praised Vice Provost Thomas Meyer and Assoc. Vice Provost Francis Meyer for splendid work in encouraging an enormous increase in technology transfer activity over the past three years. We have experienced major growth in the number of patents that the University has secured in intellectual property and the number of commercial licenses negotiated, leading to a very large increase in revenue from royalties and licensing agreements.

**Collegiate licensing code of conduct.** The Chancellor said that he is aware that the collegiate licensing organization that negotiates on our behalf with businesses who wish to use the University logo as a marketing tool has developed a set of principles that such companies will be expected to honor with respect to their business activities, especially as concerns wages and working conditions for their employees. He has not seen a copy of the statement and therefore cannot react to it in detail, but he did sign a petition being circulated by a group of students that calls on companies using our logo to pay their employees a livable wage and to disclose the location of factories abroad with which they have contracts.

#### **Capital Campaign Case Statement**

Provost Richard Richardson reported that over 135 faculty and staff members are serving on the six subcommittees that are developing the reports that will eventually be melded into a case statement for the upcoming capital campaign. We are following closely the pattern used in the bicentennial campaign. Deans and directors have been asked to seek from units that report to them ideas for inclusion in the case statement. The deans and directors will then forward proposals to the Office of the Provost for assignment to the subcommittees. Subcommittees have been asked to report in February. The central committee will then produce a draft case statement in June. After review by the Council of Deans, the Chancellor's Cabinet, and the University Priorities and Budget Committee, the statement will be presented to the Chancellor. Next, the Development Office will test the statement among potential donors. The final statement will be prepared after the Development Office reports its experience with the draft.



### **Task Force on Teaching Evaluation**

Provost Richardson reported that, in response to Resolution 98-9, adopted by the Council on September 11, 1998, he has appointed a Task Force to Develop an Instrument for Student Evaluation of Teaching. The Task Force is chaired by Prof. Elliot Hirshman, Ass't to the Provost. Members include Prof. Robert Adler (Kenan-Flagler Business School), Prof. Edward Carlstein (Statistics), Mr. Todd Lewis (Academic Technology & Networks), Prof. Margaret Miles (Nursing), Mr. Edward Neal (Center for Teaching & Learning), Prof. Abigail Panter (Psychology), Prof. William Ware (Education), Prof. Gilbert White (Medicine), and Ms. Cynthia Wolf-Johnson (Office of Student Affairs).

### **Chair of the Faculty's Remarks**

**Universal Declaration of Human Rights.** Prof. Richard Andrews called attention to the 50<sup>th</sup> anniversary of the Universal Declaration of Human Rights adopted by the United Nations in 1948. Although the Declaration was non-binding, it represented a major breakthrough. Never before had so many governments ceded so many rights and freedoms to so many people. In the fifty years since its adoption, many nations have incorporated the Declaration into their constitutions or recognized it as binding law.

**Special Olympics.** Prof. Andrews called for faculty volunteers to help with the Special Olympics that will be held here this summer. This is being billed as the largest sporting event of 1999.

**Participation by staff and students in governance organizations.** Prof. Andrews said that the president of the Graduate and Professional Student Federation and the chair of the Employee Forum had discussed with him difficulties they have experienced in recruiting people to run for office in their organizations. Often these difficulties are due to opposition from supervisors and faculty advisors. Prof. Andrews said it is important for the University that all of our governance organizations have the support of the entire community. He hoped the Council shared his views in that regard. To that end, he moved adoption of Resolution 98-23 which "urges supervisors and faculty advisors to give all appropriate support to staff and graduate and undergraduate students who wish to seek office in the Employee Forum, the GPSF, or Student Government." The resolution was adopted unanimously.

### **Annual Reports of Standing Committees**

**Faculty Hearings Committee.** Prof. Beverly Taylor presented the committee's written report. She acknowledged with deep appreciation the distinguished service on the committee of Robert Gallman, Kenan Professor of Economics, who died on November 10, 1998. Prof. Gallman was always a strong voice in defense of faculty governance and fairness. He was very generous, astute about legalities, and always put the personal concerns and needs of colleagues first.

**Scholarships, Awards, and Student Aid.** Prof. Charles Daye, Chair of the Committee on Scholarships, Awards, and Student Aid, presented the committee's annual report. He cited a number of facts that place the committee's work in perspective:

- 54% of undergraduate students and 31% of graduate/professional students receive some form of aid through the Student Aid Office.
- 67% of all aid comes from federal funds, 27% from University funds, and the remainder from other sources.
- Last year, the Student Aid Office disbursed \$98 million.
- 61% of all aid is in the form of loans, 38% in grants, and 1% in work/study.
- We do not have complete data about aid that does not flow through the Student Aid Office.

Prof. Daye, speaking for himself and not necessarily for the committee, said that he has formed two strong opinions about student aid on this campus. First, there is not enough money available to meet our needs, either for need-based aid or merit-based aid. Second, we do not have enough data to enable us to understand properly the consequences of the decisions we are making about student aid.

Referring to the Chancellor's earlier announcement about dedicating some of the unrestricted endowment income to merit-based student aid, Prof. Catherine Marshall (Education) asked whether some of this money would be available to graduate and professional students. Chancellor Hooker said that he has not yet thought that far ahead.

Prof. Craig Melchert (Linguistics) inquired about the use of student aid funds derived from trademark licensing revenues. Prof. Daye said that the great majority is used for need-based aid.

**Advisory Committee on Undergraduate Admissions.** Assoc. Dean Richard Soloway presented the report of the Advisory Committee on Undergraduate Admissions. He asked Prof. Miles Fletcher to speak to the matter of faculty involvement in student recruitment.

Prof. Fletcher chairs a subcommittee on student recruitment that has been formed by the Committee on Undergraduate Admissions. He said that the need for faculty to get more involved in undergraduate student recruitment stems from two facts: (1) the competition for top high school seniors is escalating with each passing year, and (2) the University needs to work hard to maintain the quality of our entering classes as we experience significant enrollment growth over the next several years. Additional financial aid will help, but there is also a need for high school students to receive information about academic programs and academic opportunities at UNC-CH that only faculty members can provide. The subcommittee has developed several ideas that it thinks can be implemented rapidly: (1) each department and school could appoint a liaison to work with the Undergraduate Admissions Office; (2) each department and school could compose a letter explaining its undergraduate programs and their particular strengths; these letters could be sent with acceptance letters according to the student's stated interests; (3) in the Spring there could be some evening phone-a-thons when faculty members could call prospective students to explain such things as the freshman seminars program and to answer questions. Other ideas that would probably require additional resources include a day-long open house when prospective students could visit different departments; creation of a university-wide system to facilitate classroom visits by interested students; and planning online chat sessions in which faculty members could field questions from high school students. Prof. Fletcher invited faculty to contact him at [wmfletch@email.unc.edu](mailto:wmfletch@email.unc.edu) with ideas or comments.

Mr. Gerald Lucido, Director of Undergraduate Admissions, summarized some of the things that his office is doing in this regard: personalized letters to high school juniors and seniors who scored very well on the PSAT or SAT; receptions throughout the State for top high school scholars; and delivering applications to high schools and meeting with counselors on their own turf rather than sending information by mail. Overall, we are trying to personalize the process for prospective students to make them feel wanted. The three most common answers top students give for deciding to enroll somewhere else are (1) the other institution paid more attention to me, (2) they offered me better aid or more recognition, and (3) I understood their programs better. Faculty members are in a better position than anyone else to address the third reason. An immediate instance in which faculty could be helpful is to place personal calls to students who are now in the second deadline admissions process for next Fall. Another is faculty-to-faculty contacts between our faculty and high school faculty members teaching advanced placement courses.

Prof. Nancy Raab-Traub (Microbiology), speaking as the mother of a son who hopes to enroll at Carolina, asked about the gender balance of the freshman class. Mr. Lucido replied that admissions reflect the applicant pool, which is 60% female. The pool reflects national demographic trends. More women than men seek four-year higher education. Also, our applicant pool reflects the academic disciplines represented at this university. We do not offer agriculture or engineering programs which tend to appeal primarily to males.

Prof. Richard Pfaff (History) observed that the key to attracting the best North Carolina high school graduates is their teachers. He suggested that we make an effort to correlate data from the alumni office with data already on hand in the admissions office so that we could identify Carolina alumni who are teaching in North Carolina high schools. We might also be able to use information from the registrar's office to match those teacher alumni with their former professors on our faculty who are still active.

Prof. Diane Kjervik (Nursing) said that employers and community organizations can help with recruitment efforts. The area health education centers often help schools in Health Affairs with student recruitment and have asked us to provide programming and online degree planning programs.

Referring to data in the committee's report as to special admissions, Prof. Bobbi Owen (Dramatic Art) noted that there were no comparative data for prior years. She asked whether the number of special admissions is increasing, decreasing, or remaining about the same. Mr. Lucido answered that the number is about the same. He said that comparative data on special admissions would be provided in future committee reports.

The Council unanimously adopted Resolution 98-17 endorsing faculty involvement in student recruitment.

**Faculty Committee on Athletics.** Prof. Anne Fishel (Nursing) presented the committee's annual report and invited comment.

Prof. Steven Bachenheimer (Microbiology) raised the issue of compliance with federal legal requirements for gender equity in athletics. He noted that the committee's report states that we cannot achieve gender parity of participation in athletics without eliminating a men's sport. He asked whether there are deadlines for compliance and what consequences might be expected if we do not. Mr. Richard Baddour, Director of Athletics, explained that there are three tests for compliance with Title IX: (1) the proportionality of participation of women in athletics as compared to enrollment; (2) whether the institution has a history of providing opportunities for women, and (3) whether the institution is meeting the interests and abilities of the undergraduate population and the under-represented sex. About 60% of our students are women, but only 40% of students participating in athletics are women, so we do not meet the

first test and probably never will unless we eliminate some men's sports. We do, however, meet both the second and third tests. We have been advised by legal counsel that Title IX is satisfied if we meet one of the three tests. We are also in compliance with Title IX as concerns physical facilities and financial aid.

**Committee on Instructional Personnel.** The report was received without comment.

### **Amendments to the Faculty Code of University Government**

Prof. Janet Mason, chair of the Committee on University Government, presented several resolutions amending the Faculty Code of University Government. Prof. Joseph Ferrell, Secretary of the Faculty, explained that any member of the General Faculty present was entitled to debate and vote on the amendments, and that final approval of each amendment required a majority vote at two separate meetings of the General Faculty.

**University Committee on Copyright.** Prof. Mason moved adoption of Resolution 98-18 to establish a University Committee on Copyright. This resolution responds to the Council's request through Res. 98-11, adopted October 9, 1998, that the Committee on University Government consider and report on this matter. Resolution 98-18 was adopted on first reading without debate or dissent.

**Faculty Information Technology Advisory Committee.** Prof. Mason moved adoption of Resolution 98-19 to establish the Faculty Information Technology Advisory Committee. This resolution responds to a request from the Executive Committee of the Faculty Council that the Committee on University Government consider and report on this matter. Mr. Robert Dalton (Academic Affairs Library) asked why the proposed amendment does not specify membership from units such as the campus libraries and the Office of Technology and Development. Prof. Andrews pointed out that there are a number of committees representing various constituencies in the university community in this area. This committee is intended to focus on the faculty's interests, especially as concerns teaching and learning. Prof. Diane Kjervik (Nursing) noted that the Faculty Welfare Committee has begun a discussion of faculty welfare issues related to using digital technology. She was not sure whether such topics would now be transferred to the new committee. Prof. Andrews said that questions of overlap of committee jurisdiction arise from time to time and that he is usually able to resolve them to everyone's satisfaction.

Resolution 98-19 was adopted on first reading unanimously.

**Nominations, Elections, Vacancies.** Prof. Mason moved adoption of Resolution 98-20 concerning nominations, elections and filling vacancies. The resolution was adopted on first reading unanimously.

**Faculty Council Electoral Divisions.** Prof. Mason moved adoption of Resolution 98-21 which would realign two of the divisions for electing members of the Faculty Council. First, the resolution would combine the Division of the Fine Arts and the Division of the Humanities into one. Second, it would create a new voting division for the School of Information and Library Sciences, removing that unit from the present combined division with the University Libraries. Prof. Bobbi Owen (Dramatic Art) said that she had discussed the combination of Fine Arts and Humanities with colleagues in her department and found that they do not support the change. Prof. John Covach (Music) reported similar misgivings in his department. Prof. Ferrell said that he had recommended this change as a result of his experience in attempting to recruit faculty members for service on the Council in competition with the many other calls on the services of a relatively small number of faculty. He has no objection to retaining the current electoral arrangements if faculty members are willing to serve. The sense of the discussion indicated little support for combining these divisions. Accordingly, Prof. Mason moved to amend the resolution to delete this change. Prof. Ferrell then explained the reasons for placing the School of Information and Library Science in its own electoral division. The School has requested this change because it has been ten years since a SILS faculty member has been elected to the Council. The effect would not enlarge the Council. The Division of the University Libraries would lose one member and the new division would gain one. Resolution 98-21, as amended, was adopted on first reading unanimously.

**Election of Alternates.** Prof. Mason moved adoption of Resolution 98-22, which would repeal the rule of order of the Faculty Council that requires elections for alternates each year even though there are no vacancies in the affected rank and division. Prof. Ferrell explained that this is no longer needed under current practice. The resolution was adopted without dissent.

### **Adjournment.**

The Council adjourned, having completed its business for the day.

Joseph S. Ferrell  
Secretary of the Faculty