



*The University of North Carolina at Chapel Hill*

## MEETING OF THE FACULTY COUNCIL

Friday, March 22<sup>nd</sup>, 2002, 3:00 p.m.

*Note Special Location: Main Auditorium in the Tate-Turner-Kuralt Building (School of Social Work)*

Chancellor James Moeser and Professor Sue Estroff, Chair of the Faculty, will preside.

### AGENDA

Type	Time	Item
	3:00	<i>Call to Order. The Secretary of the Faculty.</i>
DISC	3:00	<b>Chancellor's Remarks and Question Time.</b>  Chancellor James Moeser invites questions or comments on any topic.
DISC	3:15	<b>Remarks by the Provost.</b>  Provost Robert Shelton.
DISC	3:25	<b>Remarks by the Chair of the Faculty.</b>  Professor Sue Estroff invites questions or comments on any topic.
INFO	3:40	<b>Annual Report of the Faculty Assembly Delegation.</b>  Professor Barbara Moran.
INFO	3:45	<b>Annual Report of the Faculty Welfare Committee.</b>  Professor Douglas Elvers, Chair.
ACT	3:50	<b>Closed Session: Honorary Degree Nominations for 2003.</b>  Professor Joseph Ferrell, Secretary of the Faculty.
INFO	4:00	<b>Annual Report of the Status of Women Committee.</b>  Professor Jean Goeppinger, Chair.
INFO	4:10	<b>Annual Report of the Administrative Board of the Library.</b>  Professor Richard Pfaff, Chair.
INFO	4:20	<b>Annual Report of the Educational Policy Committee.</b>  Professor Randall Hendrick, Chair.
ACT	4:25	<b>Resolution 2002-4 on Unfunded and Underfunded Enrollment Increases.</b>  Presented by the Educational Policy Committee.
DISC	4:35	<b>Open Discussion of Topics Raised by Faculty Members.</b>
INFO	4:50	<b>Annual Report of the Buildings and Grounds Committee.</b>  Professor David Godschalk, Chair.
INFO	4:55	<b>Annual Report of the Faculty Information Technology Advisory Committee.</b>  Professor Bill Balthrop, Chair.
ACT	5:00	<b>Adjourn.</b>

Joseph S. Ferrell  
Secretary of the Faculty

KEY: ACT = Action, DISC = Discussion, INFO = Information.  
Documents pertaining to meetings of the Faculty Council can be found at [www.unc.edu/faculty/facount/](http://www.unc.edu/faculty/facount/).

## REPORT TO THE UNC-CH FACULTY COUNCIL

### FACULTY ASSEMBLY, UNIVERSITY OF NORTH CAROLINA

March 22, 2002

The Faculty Assembly is the elected body of representatives of the faculty of the sixteen campuses of the University of North Carolina. It serves as a kind of faculty council for the entire system. According to its Charter, the Faculty Assembly has the following objectives:

1. The Faculty Assembly of the University of North Carolina shall gather and exchange information on behalf of the faculties of the constituent institutions of The University of North Carolina.
2. The Assembly shall, through appropriate channels, advise the Board of Governors of The University of North Carolina, the General Assembly, and other governmental agencies and officers on matters of university-wide importance.
3. The Assembly shall advise and communicate with the President of the University of North Carolina with regard to the interests of the faculties and other matters of university-wide importance.

The Assembly is dedicated to upholding and exercising the principles of academic freedom, permanent tenure, shared governance, and the faculty's primary responsibility for the university's curriculum.

The Faculty Assembly traditionally meets four times per academic year in the UNC General Administration Building in Chapel Hill. The meetings so far this year have been on September 20<sup>th</sup> and 21<sup>st</sup>, November 16<sup>th</sup>, and February 15<sup>th</sup>. The last meeting of the year will be held on April 19<sup>th</sup>.

The size of each campus's delegation to Faculty Council is determined by the number of full-time faculty and professional staff members employed by an institution. UNC Chapel Hill has five delegates: Sue Estroff, Philip Bromberg, Diane Holditch-Davis, William Smith, and Barbara Moran. Joseph Ferrell, Carol Pardun, and Fleming Bell serve as alternates. Gretchen Bataille, Senior Vice President for Academic Affairs is the primary liaison from the Office of the President to the Assembly. Richard Veit from UNC-Wilmington serves as chair of the Assembly, David Claxton from Western Carolina serves as vice-chair and Ralph Scott from East Carolina University is secretary.

## INITIATIVES AND ACTIVITIES

To date the primary focus of the Faculty Assembly this year has been on three issues:

- 1) the budget for public senior higher education, and the anticipated and actual cutbacks to the UNC budget as a result of the state's growing budget deficit,
- 2) public-records law and e-mail privacy issues as they pertain to faculty,
- 3) long range planning issues for the UNC System.

Of special interest to Faculty Council members will be the Assembly's work on the length of the academic year. The UNC-CH delegation took forward to Faculty Assembly in September the resolution passed by the Chapel Hill Faculty Council last April regarding the length of the academic year. That resolution urged flexibility in allowing each campus to set its own academic calendar, a calendar that should not exceed the current 150 days, and that should meet all applicable accreditation standards. The resolution was adopted by the Faculty Assembly in November, 2001. The UNC Board of Governors approved a change in the length of the academic calendar at its February 2002 meeting. The new minimum requirements will allow universities to count the one-week exam period each semester as part of their instructional time, reversing a 1996 decree by former UNC President C.D. Spangler Jr. who had lengthened the academic year to 150 days.

Under the leadership of its Chair, Richard Veit, the Assembly has been able to move a great deal of information to its web site and to do more of its work using the Internet. The web site includes minutes of meetings and information about issues and resolutions before the Assembly. Anyone who wishes to learn more about the Faculty Assembly and its activities should consult this website at <http://www.northcarolina.edu/facassembly/facassembly.cfm>.

Barbara B. Moran

**Faculty Welfare Committee  
Annual Report  
March 22, 2002**

**Current Members:** Adaora Adimora (2003); Doug Elvers (2002), Chair; John Galassi (2002); Laura Hanson (2003); Diane Kjervik (2002); Beth Kurtz-Costes (2004); Michael Peck (2004); Judy White (2003).

**Members leaving the committee during the past year:** Steven Bachheimer, Robert Joyce, Stephen Leonard, Michael Symons.

**Annual report prepared by:** Doug Elvers, Chair. This report covers the period February 2001 through January 2002.

**Committee Charge:** "The committee works for and reports on the improvement of faculty working conditions, including salary and benefits." *Faculty Code of University Government*, 4-15.

**Report of Activities:**

1. In cooperation with Lynn Williford and OIR, a report was prepared of an analysis of faculty salaries within departments. The report findings were presented to Faculty Council at its September 2001 meeting.
2. A resolution has been made in addressing inconsistencies between 12 month faculty vacation time and EPA non-faculty vacation time.
3. Consideration has been given to the University setting up its own health insurance plan.
4. Current discussions are underway regarding (a) parental leave policies and (b) retirement options.

March 13, 2002

**ACADEMIC AFFAIRS LIBRARY**  
**ADMINISTRATIVE BOARD OF THE LIBRARY**  
(Elected by the General Faculty)

**2001-2002 ANNUAL REPORT**

**MEMBERS:** Richard W. Pfaff, Chair (2000/1-2002/3); Stephen S. Birdsall (2001/2-2003/4); M. Evan Bonds (2001/2-2003/4); (Anne) McKay Coble (2000/1-2002/3); Robert S. Dalton (2001/2-2003/4); John Hammond (2001/2-2003/4); Beth C. Holmgren (2000/1-2002/3); Theodore Leinbaugh (2001/2-2003/4); Gregory B. Newby (1999/00-2001/2); Roberta A. Owen (1999/00-2001/2); Karl E. Petersen (2000/1-2002/3); Lillie L. Searles (1999/00-2001/2); James Seay (1999/00-2001/2); John B. Smith (2001/2-2001/2); *Graduate Student representatives:* None appointed; *Undergraduate Student representative:* William C. McKinney (2001/02); *Ex officio:* Linda Dykstra, Robert Shelton, Joe A. Hewitt

**MEMBERS LEAVING DURING PAST YEAR:** Alice Cotten (1998/9-2000/1); William M. Kier (1998/9-2000/1); James L. Leloudis (1998/9-2000/1); Thomas A. Stumpf (1998/9-2000/1); Brent W. Wissick (1998/9-2000/1);

**NUMBER OF ANNUAL MEETINGS:** Seven

**REPORT PREPARED BY:** Richard W. Pfaff and Joe A. Hewitt

Reviewed by full Board this year.

**CHARGE:** Shall advise the University Librarian on the administration of the University library system; formulate, together with the University Librarian, the basic policies governing the acquisition of library materials and the use of such materials; allocate, with the advice of the University Librarian, the book funds which are not specifically designated; submit to the Chancellor, through the University Librarian, its advice on the establishment or discontinuance of library service units outside of the general library building; review the University Librarian's budget request; and report annually to the Faculty Council.

A resolution from the University Government Committee to change slightly the composition of the Board was approved by the Faculty Council at its 22 February 2002 meeting. The purpose is to have a matrix for selection that will be more adequately representative of the faculty, in part by providing that the Chair of the Faculty will appoint a member from Health Affairs and two members from the faculty at large; fourteen members will continue to be elected, according to a slightly altered formula.

**Overview of Activities**

Despite a financially difficult year for the University and the state, the Library managed to maintain most of its materials acquisitions program in 2000-01 and hopes not to lose substantial ground in 2001-02. Other areas of library activity, however, are receiving

lower priority as measures are implemented to protect the materials budget. The Undergraduate Library renovation project nears its planned completion in summer, 2002, and several other facilities construction projects are under discussion. As these projects gain momentum, a careful look at the status of the University's departmental libraries has become more important and was the subject of Board activity this year. The Library is stepping up its ongoing assessment efforts in order to ensure the provision of excellent service. Several milestones were marked this year, including the addition of the 1,000<sup>th</sup> volume to the *Documenting the American South* digital library and the inauguration of the North Carolina Literary Festival. The Library Development program has realized a successful year in spite of the economic downturn. Librarian salaries continue to present an obstacle to the effective recruitment and retention of professional librarians at UNC-Chapel Hill.

### **Ranking**

In 1999-2000, the latest year for which data are available, the Library regained its ranking of 17<sup>th</sup> on the annual index of the Association of Research Libraries. In 1998-99, it had dropped to 18<sup>th</sup> place following three years at 17<sup>th</sup>. Although the 2000-01 index has not yet been released by ARL, preliminary data suggest that the Library will maintain its standing in many of the five component categories used to derive the overall ranking. These categories are: total volumes held; gross volumes added during the year; current serial subscriptions; total library expenditures; and total number of professional and support staff. Although the Library expects to maintain its approximate ranking in 2000-01, it would not be surprising if anticipated budget difficulties in upcoming years have a negative impact on the Library's national standing.

### **Library Budget**

In what has clearly been a difficult year for the University and the state, the Library has been able to deploy its available resources in order to minimize impact on the materials budget. Three factors have ensured the stability of the materials budget. First, budget cuts and the continuing rise in the cost of serials and electronic resources were partially offset by enrollment increase monies; second, special funds provided by the University administration at the end of 2000-01 were carried forward to offset cuts this year; and, finally, the remainder of cuts were absorbed through the application of lapsed salary money to the materials budget. As a result, the Library was able to get by this year without large-scale serials cancellations or other drastic measures.

It should be noted that the Library will face several extraordinary pressures on its budget in the upcoming year. The state budget situation, of course, is not promising. Cuts or reversions at the high end of the anticipated range, coupled with the possible unavailability of enrollment change money, would be devastating and would necessitate massive cancellation projects. In the coming year, the Library will also need to replace its online catalog and automated library management system because DRA, the current vendor, has been bought by a competitor which does not intend to continue the system. The purchase could cost in excess of one million dollars. Finally, many electronic resources were licensed by the Library three years ago under contracts that will expire this year; publishers are expected to increase their prices substantially and certain licenses

may have to be dropped. This is in addition to ongoing substantial increases in the cost of electronic resources and serials subscriptions generally.

Despite these uncertainties, the Library considers protecting the materials budget to be its highest priority, and is developing multiple strategies to do so. Nevertheless, these moves are certain to place pressure on other areas of Library programs and services. Certain building repair and upgrade projects, for example, have been put on hold. The Library will also need to rely on its unrestricted endowments to meet basic library needs, rather than spending these funds to enhance the excellence of collections and services.

On the positive side, the Library experienced a successful fundraising year in 2001-02 (see "Development" below), and hopes this trend will accelerate with the official launch of the Carolina First campaign.

### **Undergraduate Library**

Work continued throughout the year on the R.B. House Undergraduate Library, which closed for renovation in December, 2000 and is scheduled to open following the second summer term. The entire interior of the Library was completely demolished and has been rebuilt to accommodate the study, instruction, and technology requirements of Carolina's undergraduates. A new roof has been placed on the building and approval has been granted for a redesign of the entryway, featuring terraces, stone retaining walls, and benches. Along with the refurbished building, an array of innovative services and programs is planned for the new facility. A Media Resources Center will house the Library's audio-visual collection along with new services such as video and sound editing. Two laboratories will facilitate faculty, student, and librarian interaction in incorporating and developing instructional technologies. Tours will be scheduled for University faculty, students, and staff early in the fall term. The success of the renovation project is especially noteworthy since this is the first initiative to be completed at UNC-Chapel Hill with funding from the Higher Education Bond Referendum.

### **Library Facilities**

Plans are in various stages of development regarding several library facilities.

A Physical Sciences Library is being planned as part of the new Science Complex. This library, to be constructed during Phase 3 of the Science Complex construction, will combine the existing Kenan Chemistry and Brauer Math/Physics libraries. When Venable Hall is razed in approximately 2005 to make room for the Science Complex, the Chemistry Library will temporarily relocate to Davis Library.

Early discussions are underway regarding a Life and Health Sciences Library, to combine the existing Health Sciences Library and the Botany and Zoology sections of the Couch Biology Library.

Also in the early stages are discussions regarding a possible Fine Arts Library, which would be located in the proposed Fine Arts Common and would combine the existing Music and Art libraries. This would be in lieu of a new library devoted, as previously

considered, exclusively to the music collection. Because the current Music Library facilities are wholly inadequate, posing dangers to both people and the collections, the Music Library will be relocating temporarily to Wilson Library in spring or summer, 2003, following the transfer of ATN's user services unit to the newly renovated Undergraduate Library.

### **Departmental Libraries**

With the recent acceleration in planning for new library facilities, the financial and administrative status of the University's departmental libraries has become an increasingly urgent issue. While these discipline-specific libraries are located near the departments that have generally been the heaviest users of the collection, they are campus-wide resources intended to serve all patrons. Long-standing arrangements have resulted in a situation by which, in principle, the University Library provides the staff, materials budget, centralized processing services, systems support, and library-specific supplies for the eight official departmental libraries on campus, while the academic department most closely affiliated with each library provides facilities, equipment and furnishings, supplies other than those specific to library functioning, and student staff. In practice, this agreement has deteriorated since its most recent articulation over 25 years ago. A report presented to the Board by the Library details the highly divergent levels of support provided by academic departments for individual libraries. In addition, the advent of new library and office technologies based on personal computers and networked computing, the growth of interdisciplinary and multi-disciplinary studies, and the physical and economic constraints placed on the University have combined to create a radically different environment in which the existing understandings regarding departmental libraries are no longer entirely meaningful.

The Administrative Board of the Library has given significant consideration to these issues and strongly endorses several specific measures. In a position statement delivered to the Library, the Board articulated its support for a streamlined funding system for the departmental libraries, whereby current school and college contributions for departmental libraries would be directed toward and administered centrally by the Academic Affairs Library. The appropriate level of support would be determined through negotiation. Such an arrangement would ensure the adequacy and equitability of funding for each of the departmental libraries. The Board also reaffirmed the Library's long-standing final authority for making collection management decisions, as long as such decisions continue to be made in a consultative fashion with the appropriate faculty and departments.

### **Library Assessment Projects**

In an effort to provide excellent service to patrons, the Library stepped up assessment initiatives in 2001-02. The most significant project will take place in April as the Library participates in the LibQUAL+ library service quality survey administered by the Association of Research Libraries. In this survey, randomly selected students and staff, as well as most of the faculty, will be contacted and asked to complete a brief Web-based survey about various aspects of library service. Survey completion should take no more than ten minutes. Broad participation will allow the Library to receive sound data to guide future inquiry and decision-making.



This project will be especially meaningful as it follows upon two other assessment efforts initiated this year. In one, randomly selected students performed usability testing on the Library's website. The results are being used to guide a reorganization and redesign of that site and will be complemented by additional testing and focus group interviews. In the spring of 2002, the Library also began a program to evaluate the quality of library instruction offered to undergraduates through the Library's partnership with the English Department's writing program. Library instructors distributed a brief (2-question) survey to students at the end of each instruction section. Each Teaching Fellow in English is also contacted shortly after the session and asked to complete an electronic evaluation form. The data gathered will be used to assess the overall quality of the instruction program and to assist in the further development and refinement of library instruction at UNC-Chapel Hill.

### ***Documenting the American South***

*Documenting the American South*, the Library's award-winning digital library project featuring the history, literature, and culture of the South from the colonial period through the early twentieth century, celebrated the addition of its 1,000<sup>th</sup> volume. A ceremony and symposium were held in Wilson Library on March 1 to mark the occasion. Dr. Robert Martin, Director of the Institute of Museum and Library Services, and an alumnus of the School of Information and Library Science (Ph.D. '88), delivered the keynote address to approximately 100 attendees. The 1,000<sup>th</sup> volume was Guion Griffis Johnson's groundbreaking *Ante-Bellum North Carolina: A Social History*, originally published by the UNC Press in 1937 and added to *Documenting the American South* through the special permission of the Press and the Johnson family.

### **Library Publications Program**

The Library is investigating the possibility of inaugurating a small-scale monographs publishing program to further its mission of service to the University, state, and scholarly community. The program would complement that of the UNC Press, publishing primarily works related to the University but that fall outside the scope of the Press's list. A Library task force is preparing recommendations relating to the long-term feasibility of such a program. In the meantime, the Library has committing to publishing three books under its imprint: *Country Music Sources: A Biblio-Discography of Commercially Recorded Traditional Music* by Guthrie T. Meade, Jr. (2002); *Essays on William Chambers Coker, Passionate Botanist* by Mary Coker Joslin (2003); and a biography of members of the Hill family by Howard Covington (2004).

### **North Carolina Literary Festival**

The North Carolina Literary Festival will take place on the UNC-Chapel Hill campus April 5 and 6. The festival is cooperatively organized and sponsored by the libraries of UNC-Chapel Hill, North Carolina State University, and Duke University through their Friends of the Library programs. It will be held on even years with the location rotating among the three campuses. Its goals are to promote reading and writing, and to spotlight the literature of the American South, especially that of North Carolina. This year's event will begin with opening ceremonies featuring fiction writer, poet, and essayist Julia

Alvarez as the keynote speaker. On Saturday, McCorle Place and the surrounding buildings will be the site of a free all-day event, with readings, workshops, panel discussions, performances, storytelling, and publishers exhibits. Between 7,000 and 10,000 visitors are expected.

### **Development**

New faces and new energy added to the Library's development office last year have greatly enhanced the development program. Peggy Myers joined the Library in January, 2001 as Associate Director of Library Development, with a focus on major gifts. Kate Barnhart joined the staff in March as Donor Relations Coordinator, with responsibility for donor acknowledgement, stewardship and recognition events. With this additional support, the infrastructure needed for the Carolina First campaign is now in place.

Although cash receipts for the Library dropped by 42% in fiscal 2001, the number of donors increased by two percent, from 2,181 to 2,215. The decline in cash received can be traced to two planned gifts received in 2000 that were not matched in 2001. However, overall gifts and pledges to the campaign advanced steadily. At June 30, 2001, with 29% of the campaign complete, the Library had reached 24% of its goal with a total commitments of \$8.4 million. As of March, 2002, the Library stands at \$14.5 million in campaign commitments--41 percent of its \$35 million goal, with 38 percent of the campaign over.

The Friends of the Library continued to attract attendance at several programs throughout the year. In place of this year's Friends of the Library dinner, Friends will be invited to attend a special reception in conjunction with the North Carolina Literary Festival.

### **Board Activities**

In addition to following the issues described above, the Administrative Board of the Library made a concerted effort in 2001-02 to learn more about the operations of the Library. Lisa Stimatz (Coordinator for Instructional Services), Catherine Gerdes (Director for Planning and Administrative Services), and Michele Fletcher (Director of Library Development) all made presentations to the Board; as well, Dr. Tony Waldrop, the new Vice Chancellor for Research and Graduate Studies, attended one meeting. Arrangements are currently underway for the Chair of the Administrative Board to become an ex officio member of the Friends of the Library Board. The Administrative Board Chair also addressed the Librarians' Association of UNC-Chapel Hill at one of the Association's regular programs.

The Health Sciences Library Advisory Committee has given strong guidance and support in many areas, in particular the plans for that library's upcoming renovation. The renovation will begin this summer and, when complete, will result in a state-of-the-art Health Sciences Library. With guidance from the Library Advisory Committee, the Health Sciences Library will be providing full services during the construction period.

### **Librarian Salaries**

Although salaries of librarians at UNC-Chapel Hill improved slightly in 2000-01 with the addition of special funding for librarian salaries, this funding was not available in 2001-02. Although the 2001-02 salary data from the Association of Research Libraries are not yet available, we expect again to lose national standing with regard to librarian salaries.

Lower salaries are expected to prove particularly problematic in upcoming years as the Library prepares for significant recruitment at senior levels. Seven librarians, including three department heads, have retired in the past two academic years and, by 2005, thirteen more librarians—six in senior management positions—will be eligible for retirement. In order to recruit the experienced professionals needed to fill these positions, the Library expects to have to offer higher salaries. Recent experience has suggested just how important a factor salaries will become in effective recruitment and retention. In the past year, two UNC-Chapel Hill librarians left for higher-paying positions at other institutions; another has been aggressively recruited by three prestigious institutions but has accepted a pay increase and remains at UNC. Also this year, three first-choice librarian candidates rejected job offers on the basis of the compensation package. Four new librarians were hired, but meeting their salary requirements has caused inequities and compression in the Library's salary budget.

### **Conclusion**

Following removal of the heavy shadow of the prospect that the funding crisis of late spring 2001 might be addressed by cuts that would have vitiated the Library's collection development for years to come, members of the Board were cheered to hear the Chancellor assert (in his 5 Sept. 2001 State of the University message) that "We must also pay careful attention to our library, whose holdings are at risk when budget cuts threaten, no matter how severe the situation. The library must be and continue to be one of our major priorities. We cannot be a great university without a great library." Trusting in that assurance, we believe that the Library can play ever more effectively its vital role in the preservation and transmission of learning, the fundamental activity that lies at the heart of the University's quest for excellence.

## Report of the Educational Policy Committee to Faculty Council

Membership: Melissa M. Bullard (2003), Edward Carlstein (2002), Randall Hendrick (2002), Lloyd S. Kramer (2004), Bobbi Owen (2003), Susan F. Pierce (2004), Heidi Schultz (2002), Joseph Templeton (2004), David Lanier (*ex officio*).

The Educational Policy Committee meets monthly during the academic year. The next meeting is scheduled for April 19, 2002.

Report prepared by: Randall Hendrick (Chair) with review of committee.

Committee charge: "The committee is concerned with those matters of educational policy and its implementation which have significant impact upon graduate and undergraduate instruction within the Division of Academic Affairs, and as to which the Faculty Council possesses legislative powers by delegation from the General Faculty under Article II of the Faculty Code. The committee's function is advisory to the Faculty Council in respect of such matters."

Previous Faculty Council questions or charges:

At the October 5 Faculty Council meeting, Prof. Estroff asked the Educational Policy Committee to re-examine the University's policy and practice regarding the scheduling of examinations and graded assignments on major religious holidays for substantial minorities of the students. The current policy of the University reads as: "The University calendar does not recognize religious holidays. The faculty are encouraged to make reasonable accommodations for students requesting to miss class due to the observance of religious holidays." The committee considered whether it could draft a better policy that might avoid such conflicts in a principled way. It judged that the current policy could not be substantially improved upon, but that some problems could be avoided if the University community was provided with more information about both the policy itself and the timing of holidays. Specifically, the committee recommends that the entire University community be reminded of the policy by e-mail at the beginning of each semester, much as it is reminded of other policies such as the sexual harassment policy. In addition, University calendars should include a convenient referral that accurately catalogues religious holidays in order that the University policy can be implemented. With the help of the Registrar, David Lanier, the committee identified a website (<http://www.interfaithcalendar.org/2002.htm>) that can be used for this purpose.

At its September 7, 2002 meeting, Faculty Council passed resolution 2001-5 that charged the Educational Policy Committee with reporting annually on the state of grading practices at UNC-Chapel Hill. The committee continues to be concerned about the issue of grade compression, and notes the negative example that Harvard finds itself in (New York Times, December 9, 2001). The committee has reviewed the distribution of grades since it last reported in February 2000 on the issue. We have asked the Registrar to make the information we reviewed available on his website. Since we have only one further year of data to add to the troubling picture painted in our earlier report, no corrective trend has emerged. Comparing aggregate data from the fall seems to suggest a trend toward lower grades, but aggregate comparison over the spring suggest the opposite. Some individual units show a trend toward greater compression, while others exhibit movement towards less. The committee plans to determine whether the formal meetings to discuss grading practices called for in the Faculty Council resolution have taken place in every educational unit.

#### Report of Activities

Academic Procedures require that "Beginning with the first day of classes in the term for which the students expect to graduate, students should file an application for a degree in the office of the dean. A student who has not filed an application for graduation on or before the announced deadlines for fall graduation and for spring graduation may not be included in the list of graduating seniors." The committee was asked for advice from Executive Associate Provost Bernadette Gray-Little and the College of Arts and Sciences concerning the implementation of this policy. There has been some confusion about when a student might reasonably expect to graduate, which has led to practical problems in preparing for commencement ceremonies. The committee approved the following statement as a reasonable means of implementing the policy outlined above.

All requirements must be completed before the degree can be awarded. A student's name may appear in official University graduation publications (e.g., commencement program) only if the student is on track to complete all requirements in the term in which he/she applies to graduate (i.e., is either enrolled in the necessary course, or, is in the process of completing any incomplete work). For example, if a student applies to graduate at the end of the Spring term, he/she must be enrolled in the courses that are needed to complete the degree by the conclusion of the Spring term. If degree requirements are completed during summer sessions, then the earliest that the student can officially be a candidate for graduation is August. August graduates are recognized in the December commencement program.

August graduates may request two free copies of the December commencement program by mail from the Office of the University Registrar. If a student applies to graduate on a given degree award date but does not complete degree requirements, then the student must complete the necessary requirement and re-apply to graduate.

The committee has followed the progress of the efforts underway in the College of Arts and Sciences to revise and update the undergraduate curriculum. It has consulted with Professors Laurie McNeil and Thomas Tweed, who steward that review, and advised them on steps any curricular revisions will need to follow as they move toward consideration before Faculty Council. Current plans project that this may happen in late fall of 2002.

The committee wishes to reaffirm the University's policy on final exams and their scheduling:

Undergraduate courses taught on campus must include a final assessment (i.e. final examination) unless as exception is granted by the Provost. A traditional final examination is written, is administered at a predetermined time as specified in the final examination schedule, and takes place at a designated location. Exceptions to the scheduled time and location of a traditional examination can be granted only by the provost after review and approval of the appropriate department head and the dean.

The committee noted that financial planning for the next academic year project substantial drops in funding. While it is not the charge of this committee to address financial matters, it recognizes that funding decisions have a direct impact on the educational policy of the University. The committee is concerned with effect on the quality of education traditionally provided at Carolina in the face of budget cuts and simultaneous enrollment growth. This concern prompts us to propose Resolution 2002-4.



*The University of North Carolina at Chapel Hill*

## Resolution 2002-4 on Unfunded and Underfunded Enrollment Increases

WHEREAS the University of North Carolina at Chapel Hill faces substantial enrollment increases at present and into the near-term future; and

WHEREAS it is an established principle of enrollment planning that all enrollment growth be supported by corresponding budget growth; and

WHEREAS these increases come at a time when severe budget cuts are undermining the ability of the University to accommodate these increases; and

WHEREAS every Carolina student deserves the excellence in educational quality and services the University is known for;

THEREFORE, be it resolved:

The Faculty Council calls for the General Assembly to provide increased funding for the University system to accommodate enrollment increases. Failing this, the UNC Board of Governors should slow or halt increased enrollment until budgetary capacity is sufficient.

*As amended*



*The University of North Carolina at Chapel Hill*

## Resolution 2002-4 on Unfunded and Underfunded Enrollment Increases

WHEREAS the University of North Carolina at Chapel Hill faces substantial enrollment increases at present and into the near-term future; and

WHEREAS it is an established principle of enrollment planning that all enrollment growth be supported by corresponding budget growth; and

WHEREAS these increases come at a time when severe budget cuts are undermining the ability of the University to accommodate these increases; and

WHEREAS every Carolina student deserves the excellence in educational quality and services the University is known for;

THEREFORE, be it resolved:

The Faculty Council calls for the General Assembly to provide adequate funding for the University system to accommodate enrollment increases. Failing this, the UNC Board of Governors should slow or postpone increased enrollment until budgetary capacity is sufficient.



## **Buildings and Grounds Committee**

(Appointed by the Chancellor)

### ***Annual Report--2001***

#### **Members:**

*Class of 2004:* David R. Godschalk, Chair; Jim Hirschfeld; Walter Pryzwansky.

*Class of 2003:* Thomas A. Bowers, Vice-Chair; Linwood Futelle; Fred Mueller; Rachel Willis.

*Class of 2002:* Thomas B. Clegg; JoAnn B. Dalton; David Owens.

*Student Members:* Wyatt Dickson; Andrew Pike; William Yeager.

*Members leaving committee during past year:* Richard Edwards; Lee Connor; Brad Rathgeber.

*Meetings during past year (2001):* 1/11; 3/1; 4/5; 5/3; 6/13; 9/6; 10/4; 11/1; 12/6.

**Report prepared by:** David R. Godschalk (Chair), March 6, 2002.

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

**Previous Faculty Council questions or charges:** None.

#### **Report of Activities:**

**Site recommendations:** Lux Libertas Garden; School of Medicine Research Building; Student Services Building; Alumni Sculpture Garden; Campus Bench Locations; Family House, Old Mason Farm Road; Chapel Hill Ram Sculpture.

**Architectural firm recommendations:** Science Complex Phase I; Institute for Marine Sciences in Morehead City, NC; Saunders Hall Renovation; Classroom Renovation in Phillips Hall; Classroom Renovation in Hanes Hall; Classroom Renovation in Hill Hall; Beard Hall Renovation; Student Services Building; Kenan Melver Alderman Connectors; Facilities Services Construction; School of Medicine Research Building; Arts Common Master Plan.

**Exterior design recommendations:** Renovations to Health Science Library; Ramshead Parking Lot Development; Addition to Carrington Hall for School of Nursing; Additions and Renovations to Memorial Hall; Richard J. Richardson Discussion Center; Bell Tower Lighting; Health Science Library Exterior; Administrative Office Building; Connor Alexander Winston Joyner Connectors; NC Botanical Garden Visitor Education Center; Coker Hall Renovation, Institute for Marine Sciences in Morehead City, NC; Women's Softball Field; Renovations to Old Dental; UNC Press Warehouse Addition.

**Campus Master Plan:** recommended for approval.

**Campus planning recommendations:** David Godschalk continued to serve as chair and Tom Clegg, David Owens, and Rachel Willis continued to serve as members of the Design and Operations Team, and David Godschalk also continued to serve as a member of the Administrative Action Team, for the Campus Land Use Plan Update, working with consultants Ayers Saint Gross of Baltimore. David Godschalk continued to serve on the Facilities Planning Committee.

**Other design recommendations:** Plaza pavement design for Frank Porter Graham Student Union; Ambulatory Care Signage; Michael K. Hooker Field Signage; Beard Hall Addition Signage.

**Recommendations for actions by Faculty Council:** None.

# Faculty Information Technology Advisory Committee (FITAC) (Appointed Committee)

## Annual Report

March 22, 2002

Members: Bill Balthrop (Department of Communication Studies), Chair (2002); Terms Ending in 2002: Bob Adler (Kenan Flagler School of Business), Anita Farel (Maternal and Child Health), Ed Neal (Center for Teaching and Learning), Richard Whisman (Institute of Government), Terms Ending in 2003: Bonnie Angel (School of Nursing), Idris Assani (Department of Mathematics), Karen Metzger (School of Medicine), Jocelyn Neal (Department of Music) Terms Ending in 2004: Daniel Anderson (Department of English), Robert Berger (Medical Informatics), Skip Bollenbacher (Department of Biology), Wallace McIndon (Health Sciences Library), Aaron Moody (Department of Geography), James Noblitt (Department of Romance Languages), Richard Redman (School of Nursing), John Smith (Department of Computer Science), Diane Strauss (Davis Library); Ex Officio: Sue Estroff (Faculty Council).

Report prepared by: Bill Balthrop (Chair).

During its third year as a committee of the Faculty Council, FITAC continued to build on its previous activities and worked to complete a broad exploration of Information and Communication Technology (IT) on the UNC-Chapel Hill campus. The Committee usually met twice a month during the fall and spring semesters addressing a variety of issues and projects. A summary of activities follows.

### 1. *Submission of FITAC Resolutions to the Faculty Council*

Following its presentation to the Faculty Council of FITAC's Report on *Information and Communication Technology at The University of North Carolina at Chapel Hill* in April, 2001, the Committee submitted a Resolution to the Faculty Council in September, 2001. After discussion, that Resolution was referred back to FITAC for revision and resubmission. A subcommittee comprised of FITAC members and a representative from the Academy of Distinguished Teaching Scholars (Celia Hooper, Speech and Hearing Sciences) revised the document and it was resubmitted to the Faculty Council in December, 2001. The Resolution passed and was forwarded to Executive Vice Chancellor and Provost Shelton.

The first part of the Resolution called for the Executive Vice Chancellor and Provost to "revise, or create, University statement(s) regarding teaching such that the University promotes both excellence and innovation in teaching, which may include the use of information and communication technology." A committee was formed, comprised of the Chair of FITAC, Chair of the Faculty Council, and President of the Academy of Distinguished Teaching Scholars, with the charge of submitting a draft statement to the Executive Vice Chancellor and Provost by early April. The committee is in the process of drafting that statement, and has solicited information and recommendations from the ADTS, Center for Teaching and Learning, Center for Instructional Technology, and other faculty and administrators.

The second part of the Resolution calls upon the Executive Vice Chancellor and Provost to "establish an Information Technology Strategic Planning Council with substantial faculty representation which will, in collaboration with Faculty Council, develop a strategic plan for information and communication technology covering policy, infrastructure, application, adoption, and fund-raising priorities." That Council has been established with wide representation from administrators and faculty members and will commence its work later this spring.

The final portion of the Resolution calls upon the Executive Vice Chancellor and Provost, "in consultation with the Information Technology Strategic Planning Council and FITAC, to continue the successful faculty summer workshops and grants that promote excellence in teaching and learning through innovative applications of information technology." Efforts are on-going by Provost Shelton and Vice Chancellor for Information Technology Marian Moore to explore possibilities for funding these workshops and grants.

Other components of the Report addressed the issues of faculty recognition and incentives, professional development, scholarship, and curricular and programmatic matters. FITAC has continued to work on these over the year, including discussions with Paul Farel, co-chair of the Chancellor's Committee on Appointments, Promotion, and Tenure.

FITAC appreciates the discussion that occurred during consideration of the Resolution from members of the Faculty Council, the ADTS, and others, and expresses its hope that the on-going conversation envisioned by the Report will continue across the University.

## 2. *Continuing Activities*

### A. IBM Curricular Innovation Grants:

As part of the Carolina Computing Initiative, IBM agreed to provide \$250,000 per year for four years to support curricular innovation using new technology. FITAC assumed responsibility for establishing the guidelines, criteria for evaluation, and announcement of proposals. This year, grants were designed to appeal to faculty members with a wide range of experience using instructional technology. One grant track is designed for instructors who have not used instructional technology and are interested in exploring how technology can be used to support instructional goals. A second track is directed toward faculty members ready to begin integrating technology in a specific course or curriculum or who wish to build on previous experiences using instructional technology. A third track supports faculty interested in working with advanced and emergent technologies. The RFP was distributed early in the Spring, 2002 semester and proposals are currently under review. Announcements will be made in late March. All those receiving grants will participate in a comprehensive assessment of IT in the learning and teaching process during the 2002-2003 academic year, building on the assessment currently in progress of those who received grants for this academic year. This will be the final year of these grants under the initial support from IBM.

### B. *knowledgeWorks@Carolina*

*knowledgeWorks@Carolina*, emerging from conversations with Vice Chancellor Marian Moore, explores the publication of "e-books" to develop materials for undergraduate education at Carolina and, potentially, beyond. FITAC created a working committee to explore this possibility, ultimately joining with other faculty and administrators from across the campus to form a Steering Committee. After receiving unanimous endorsement from FITAC in December of 2000, a RFP was distributed across campus. A review of those proposals resulted in two projects being selected, with one moving into full development. Direction of that project has shifted from FITAC to the Vice Chancellor, and she has appointed Professor Bollenbacher (Department of Biology) as Director of *knowledgeWorks*. A new steering committee has been established, with representation from FITAC.

### C. Support for a Laptop Option under The Carolina Computing Initiative (CCI)

Building upon a recommendation from Professor Patrick Conway (Department of Economics), FITAC explored the desirability of including the option for faculty of selecting between a desktop and laptop as the replacement cycle for CCI machines proceeds. It is believed that such an option, combined with the increasing numbers of MC1 and MC0 classrooms that allow the use of laptops for in-class instruction, will help spur the integration of instructional and communication

technology into the University's teaching mission where it is pedagogically appropriate to do so. After reviewing data on the increasing use of IT on campus, FITAC supported this recommendation and forwarded a letter to Executive Vice Chancellor and Provost Shelton supporting this option. Provost Shelton has responded supportively, but indicated that any decision on the issue would have to be addressed within the constraints of the University's overall fiscal situation.

#### D. UNC Digital Library Services

During the first year of the UNC/IBM Curricular Innovation Grants in 1999, FITAC funded a planning grant for a digital library project. This decision was based on the belief the University needed to begin shifting departmental media (images, audio, video, etc.) databases toward a common infrastructure that would facilitate resource-sharing across disciplines and institutions. More than twenty courses in six departments are piloting first-generation digital library services at UNC-Chapel Hill during the current academic year. At least fifteen departmental collections will be placed in the new digital library system by the end of this summer. FITAC created an advisory committee to oversee the planning grant, and will continue to play an advisory role for this project until an alternative governance structure is created. Additional information on the project is available online at: <http://www.unc.edu/projects/diglib/>

#### E. Technology in Context Consortium:

FITAC continued to coordinate the "Technology in Context Consortium." This Consortium was created to include as many service organizations and providers for new technology across campus as possible. This resulted in a website (COMPASS; [www.unc.edu/faculty/tic](http://www.unc.edu/faculty/tic)) that identifies providers, access, and services. This website is continually updated and is designed to provide "one-stop shopping" for the University community. The Consortium has resulted in greater collaboration and less duplication among service providers. The number of service providers participating in TICC has increased during this year and includes members from across Academic and Health Affairs. FITAC will continue to review this effort and provide feedback and direction for a more comprehensive strategy to facilitate professional development.

#### Charge to the Committee:

"4-26. Faculty Information Technology Advisory Committee. The chair of the faculty appoints the committee. 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."

# Status of Women Committee Annual Report March 22, 2002

---

## **Members:**

Jean Goeppinger (School of Nursing), Gail E. Henderson (Social Medicine), Daniel K. Nelson (Social Medicine) *Terms end 2003*  
Virginia Dickie (Allied Health Sciences), Anneget Fausser (Music), Julie Fishell (Dramatic Art), Glenn George (School of Law), Thomas Whitmore (Geography) *Terms end 2004*  
Gregory Kable (Dramatic Art), Margaret Lanchantin (Exercise and Sport Science), Etta Pisano (School of Medicine-Radiology and Biomedical Engineering) *Terms end 2005*

**Meeting Dates:** October 26, 2001; December 7, 2001; January 18, 2002; April 12, 2002 (upcoming)

**Report Prepared by:** Jean Goeppinger, Chair. This Report covers work accomplished since the January 9, 2001 Report and has been reviewed by Committee members.

**Committee Charge:** "[The committee] addresses ongoing concerns of women faculty members, identifies obstacles to achievement and maintenance of equality in the representation and status of women on the faculty, and proposes steps for overcoming these obstacles." (Faculty Code, Section 4-22)

## **Report of Activities:**

### Spring Semester, 2001

The Committee conducted a broad review of equity issues in hiring, retention, salary and rewards, and advancement. We utilized data from the Office of Institutional Research (Lynn Williford, Director). The data consisted largely of descriptive displays, tables and charts. We learned that 35% of all faculty, including both tenure track and fixed-term faculty, are women; 28% of all tenured/tenure track faculty in Academic Affairs are women; and 26% of all tenured/tenure track faculty in Health Affairs are women.

We identified several themes related to gender equity in our discussion. Although apparent differences have not been examined statistically, the themes are presented below for your consideration.

1. Equity in Hiring – While 27% of all tenured/tenure track faculty are women, 39% of all Assistant Professors are women. There is, however, considerable departmental variation in both the percentages of women faculty overall and Assistant Professors. We compared the percentage of women Assistant Professors in each department to national data on the percentage of recent women

PhDs in the relevant disciplines and concluded that some Academic Affairs departments have clearly drawn from the pool in recent hiring (e.g., Business School, History). Others seem not to have done so (Biology, Sociology). The comparison was more complex for Health Affairs departments, given the multidisciplinary nature of faculty backgrounds.

2. **Tenure Decisions** – We assessed tenure decisions for cohorts hired between 1988-89 and 1994-95. While an equal percentage of men and women were granted tenure, there was some difference in the percentage of men and women who reach the tenure decision (39% of men vs. 33% of women). The same percentage of men and women (28%) resigned before tenure decisions; thus the difference probably lies in being denied reappointment or having the decision deferred. In addition, there is a difference of approximately six additional months in the time to tenure decision (women take more time than their male counterparts).
3. **Advancement/“Glass Ceiling”** – While 22% of all professors at UNC-CH are women, only 14% of distinguished professors are women. The Bridges Program, which is evaluated highly, might facilitate the advancement of women faculty. We were unable to explore this possibility.
4. **Salary and Rewards** – The Committee found significant differences in salary by gender and rank across the Schools. However, our ability to analyze these data was limited, and consequently we strongly recommended a broad scope salary equity study. We also suggested that assessing rewards requires looking beyond base salary comparisons, and should include such components as bonuses, endowed chairs, access to positions with extra salary or other benefits (e.g., reduced course load, TA assistance), and nominations for prestigious national bodies such as the IOM and NSF.
5. **Fixed Term vs. Tenured/Tenure Track** – In addition to salary differentials by gender within tenured/tenure track positions, there are also salary differentials between tenured/tenure track and fixed term positions and between men and women in fixed term positions. Because a greater proportion of fixed term appointments are filled by women (particularly in Health Affairs), this exacerbates overall gender differences in salary across the University. Since faculty growth is occurring predominately in fixed-term ranks, we recommended that fixed-term faculty be included in any salary equity study.

#### Fall Semester, 2001

1. The Chair represented the Committee at a November 19, 2001 meeting with Chancellor Moeser, Steve Allred, Associate Provost for Academic Initiatives, and representatives of other constituencies interested in the status of women at the University: Employee Forum, Association of Women Faculty and Professionals, Student Government, Curriculum in Women's Studies, Carolina Women's Center. This group is emerging as a forum where issues pertaining to women

faculty, staff, and students can be explored with the Chancellor and his staff. A key initiative, the university-wide salary equity study, gained momentum here. In addition, the forum is leading to greater cooperation, for instance, in the salary equity study and the development of a Resource Packet for new women faculty.

2. We worked to explore hiring, retention, salary and benefits data more closely.

We reviewed materials compiled by the Office of Institutional Research. (The data are available on request.) The data consisted largely of descriptive displays, tables and charts, and included factors related to gender differences in hiring and retention. Key "findings" from our discussion included:

- The total percentage of female New Hires (Academic and Health Affairs) between 1985-2001 ranged from a low of 22% in 1996 to a high of 44% in 1998, and included a drop to 28% in 2001. There seemed to be no trend regarding gender.
- Between 1973 and 2001 there was an overall upward trend in the percentage of tenured/tenure track women, all ranks, from a low of 12% (1973) to a high of 27% (2001). That is, over 30 years the University's tenured/tenure-track female faculty increased by 15%.
- For Assistant Professors, the percentage increased from 20% (1973) to 41% (1990) but then declined to 36% in 2001.
- These temporal trends may be related to pressure to improve female representation in faculty ranks in the 1980s.
- The total percentages of tenured/tenure track women and percentages by rank in 2001 were slightly lower in Health Affairs (without Nursing) than in Academic Affairs, 24% vs. 27%.
- New women Assistant Professor hires were again compared to data on doctoral recipients in US by discipline. Some UNC-CH departments stand out because the percentage of women faculty is low or zero, while the number of graduates with doctoral degrees is substantially higher. For example, about 30% of new PhDs in Geology, Philosophy and Statistics are women, but the percentage of women in those departments at UNC-CH is low or zero.
- Women represent a much larger percentage of Fixed Term appointments than in Tenured/Tenure Track positions. This is true across Academic and Health Affairs. This finding is qualified by the difficulty in defining Fixed Term consistently across all University units. The Committee recommended the salary equity study be restricted to those Fixed Term faculty appointees with 70% FTE or greater.

3. We have also worked to mount a University-wide equity study. (This will not include the broader issue of "treatment equity" but be restricted to salary equity.) At the Chancellor's request (and subsequent to the 11-19-01 meeting), Bernadette Gray-Little (Executive Associate Provost) assumed responsibility for coordinating the effort. We have collaborated with Provost Gray-Little, Lynn Williford, Director, Office of Institutional Research, and other stakeholders in orchestrating a broad multivariate study of salary equity. The sample will include both Academic and Health Affairs faculty and all schools in Health Affairs, as well as faculty with tenured/tenure track and fixed-term titles. Data will be reported by minimal feasible unit (for statistical reasons and for protection of anonymity).

The general questions the study will address are: 1) What are the differences in average salary by gender and by race for each of the units? 2) After taking service and status variables into account, are gender and race differences in salary significant? Specific questions to guide more detailed analyses have been submitted by this Committee and other groups to both Provost Grey-Little and Director Williford.

The dependent variable will be the 2001-02 annual base salary from UNC-CH as of September 30, 2001. This figure will not include summer income for 9 month faculty, one-time payments, overload payments, and other temporary forms of compensation. Faculty in both Academic and Health Affairs will be included, as will Tenured/Tenure Track and Fixed-Term faculty. The salaries of 12 month faculty in Academic Affairs will be converted to nine month equivalent salaries. In the Schools of Medicine and Dentistry, additional data will be included on forms of compensation other than base salary, such as bonuses and clinical income.

#### Work In Progress, 2002

1. We are developing a web page for new women faculty, with the Carolina Women's Center, that will provide women with streamlined access to useful information.
2. We will meet with Lynn Williford on April 12 to assist in data interpretation and analysis of the salary equity study, and to begin plans for follow-up of any problem areas identified. She expects to deliver a written report of the study results to Provost Shelton by the end of Spring Semester, 2002.



# Academic Calendar – The University of North Carolina at Chapel Hill



## THE UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL

April 2002

Memo: Deans  
Directors  
Department Chairs  
All University Employees

From: James Moeser, Chancellor

RE: Academic Calendars for 2002 and 2003

I have approved these calendars proposed by the Academic Calendar Committee and recommended by the Committee on Instructional Personnel.

The University calendar does not recognize religious holidays. The faculty are encouraged to make reasonable accommodations for students requesting to miss class due to the observance of religious holidays. The website below is provided to assist faculty in identifying holidays.

<http://www.interfaithcalendar.org/>

**Important Note: Dates for the 2002 – 2003 academic year have been revised. The revised dates are underlined.**

*Some Summer School courses are offered on a different calendar. A list of longer and shorter courses with different starting and ending dates is included in the Summer School Directory of Classes.*

*N.B. All Deans, Directors, and Department Heads are asked to post copies of this memorandum on their bulletin boards.*

*Copy to: The University Gazette  
The Daily Tar Heel*

Fall Semester	2002	2003
Semester Opens	Thu. Aug. 15	Thu. Aug. 21
Orientation	Sun. Aug. 18	Sun. Aug. 24
First-Year Initiative Class Meetings	Mon. Aug. 19	Mon. Aug. 25
Classes Begin for All Students	Tue. Aug. 20	Tue. Aug. 26
Last Day for Late Registration	Mon. Aug. 26	Tue. Sep. 2
Labor Day Holiday	Mon. Sep. 2	Mon. Sep. 1
University Day	Sat. Oct. 12	Sun. Oct. 12
Fall Break begins 5:00 P.M.	Wed. Oct. 16	Wed. Oct. 22
Classes resume 8:00 A.M.	Mon. Oct. 21	Mon. Oct. 27
Thanksgiving Recess 1:00 P.M.	Wed. Nov. 27	Wed. Nov. 26
Class resumes – 8:00 A.M.	Mon. Dec. 2	Mon. Dec. 1
Classes End	Wed. Dec. 4	Mon. Dec. 8
Reading Day	Thu. Dec. 5	Tue. Dec. 9 and Wed. Dec. 10
Exams Begin	Fri. Dec. 6	Thu. Dec. 11
Reading Day	Wed. Dec. 11	
Exams End	Tues. Dec. 17	Wed. Dec. 17
December Commencement	Fri. Dec. 20	Sun. Dec. 21
<b>Spring Semester</b>	<b>2003</b>	<b>2004</b>
Semester Opens	Thu. Jan. 2	Fri. Jan. 2
Classes Begin	Tue. Jan. 7	Wed. Jan. 7
Last Day for Late Registration	Mon. Jan. 13	Tue. Jan. 13
Martin Luther King Day	Mon. Jan. 20	Mon. Jan. 19
Spring Break begins 5:00 P.M.	Fri. Mar. 7	Fri. Mar. 5
Classes resume 8:00 A.M.	Mon. Mar. 17	Mon. Mar. 15
Holiday, Good Friday	Fri. Apr. 18	Fri. Apr. 9
Classes End	Fri. Apr. 25	Fri. Apr. 23
Reading Day		Sat. Apr. 24
Begin Exams	Mon. Apr. 28	Mon. Apr. 26
Reading Day	Wed. Apr. 30	Wed. Apr. 28
Reading Day	Wed. May 7	
Exams End	Fri. May 9	Tue. May 4
Commencement	Sun. May 18	Sun. May 9
<b>First Summer Session</b>	<b>2003</b>	<b>2004</b>
Classes Begin	Tue. May 20	Tue. May 11
Last Day for Late Registration	Wed. May 21	Wed. May 12
Holiday	Mon. May 26	Mon. May 31
Classes End	Fri. Jun. 20	Fri. Jun. 11
Reading Day	Sat. Jun. 21	Sat. Jun. 12
Exams Begin	Mon. Jun. 23	Mon. Jun. 14
Exams End	Tue. Jun. 24	Tue. Jun. 15
<b>Second Summer Session</b>	<b>2003</b>	<b>2004</b>
Classes Begin	Thu. Jun. 26	Thu. Jun. 17
Last Day for Late Registration	Fri. Jun. 27	Fri. Jun. 18
Holiday	Fri. Jul. 4	Mon. Jul. 5
Classes End	Tue. Jul. 29	Tue. Jul. 20
Reading Day	Wed. Jul. 30	Wed. Jul. 21
Exams Begin	Thu. Jul. 31	Thu. Jul. 22
Exams End	Fri. Aug. 1	Fri. Jul. 23

# Carolina Depends on F&A Funds

*Why facilities-and-administrative funds are indispensable to the University of North Carolina at Chapel Hill.*

## Financial soundness depends on F&A funds.

Facilities-and-administrative funds, also known as the "over-head" from contracts and grants, reimburse the costs of supporting research. In almost every sector of the University, we rely on F&A funds to meet our financial obligations and to fulfill our mission of teaching, service, and research. A reliable stream of F&A revenues helps us achieve a highly favorable bond rating, which enables the University to lower construction budgets by reducing the cost of borrowing money. A substantial threat to our F&A revenue stream could jeopardize our bond rating and escalate our costs.

## Employees depend on F&A funds.

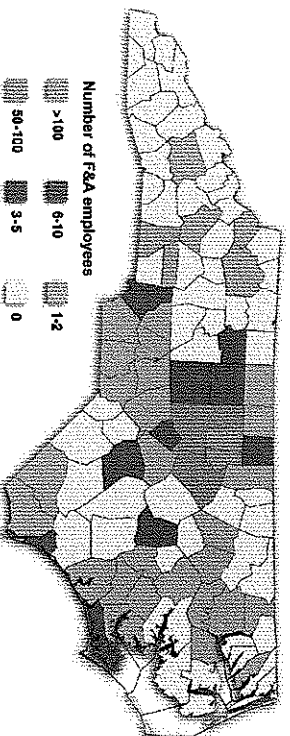


Figure 1. North Carolina counties with UNC-Chapel Hill employees paid from facilities-and-administrative funds.

On average at any one time at Carolina, some 846 employees are paid at least in part from the \$17.5 million in F&A funds devoted to salaries campus-wide (Table 1). These salaries represent a \$17.5-million impact on the state's economy. But more importantly, they support a great many tax-paying employees and their families. These employees, who live in 47 North Carolina counties (Figure 1), are vital to our programs in research and education.

Table 1. Employees paid from F&A funds (February 2002).

	Permanent	Temp.	Total	Salary Costs
Faculty	15	—	15	\$520,000
EPA Non Faculty	67	100	167	\$4,866,264
SPA	475	189	664	\$12,164,522
<b>Total</b>	<b>557</b>	<b>289</b>	<b>846</b>	<b>\$17,551,712</b>

## Service depends on F&A funds.

- F&A funds help support a number of public-service projects of demonstrated value to the state. These include, for example:
- The Center for Sustainable Enterprise (Kenan-Flagler Business School) promotes business opportunities through service and education. This year, the Center will use approximately \$60,000 in F&A funds to "seed" new initiatives.
  - The Oral Health Works in the Community Project (School of Dentistry) uses \$100,000 in F&A funds each year to improve oral health in North Carolina workplaces.
  - The Clinical Anti-psychotic Trials of Intervention Effectiveness Project, or CATIE (Psychiatry), conducts clinical trials of anti-

psychotic medications for schizophrenia and behavioral problems in Alzheimer's disease.

- The Breast Cancer Screening Program (Lineberger Comprehensive Cancer Center) provides mammography in Eastern North Carolina to improve early diagnosis.
- The AIDS Clinical Trials Network (Medicine) treats 1500 people, including patients from every county in North Carolina and an additional 500 patients from the state's prison system. AIDS clinics are now in all regions of the state, making North Carolina a national leader in AIDS treatment.

## Projects under construction depend on F&A funds.

Several building projects now under way depend heavily on F&A funds. Here are several examples:

- The Bioinformatics Building: \$2 million from state bonds, \$27 million from F&A funds.
- The Medical Biomolecular Research Building: \$7 million in state funds, \$30 million from F&A funds.
- School of Public Health addition: \$13.3 million from state bonds, \$10 million from private fund raising, \$15 million from F&A funds.

These projects successfully leverage public-private partnerships that attract private donations and increase the impact of public funds. And each of these buildings will house research programs designed to improve human health and quality of life.

## Future capital projects depend on F&A funds.

In the bond referendum of 2000, UNC-Chapel Hill received \$500 million for capital improvements, including badly needed buildings whose total projected cost will be \$985 million. These projects include, for example, the University's new science complex and a genetic-medicine building. A large share of the construction costs for these projects—as well as the equipment needed to make them functional—will be covered by F&A funds (Figure 2). Our plan for paying for these projects assumes a stream of F&A revenues increasing at an average rate of 5 percent per year. In other words, our construction commitments are based on the assumption that our current F&A revenues will *increase*, not decrease.

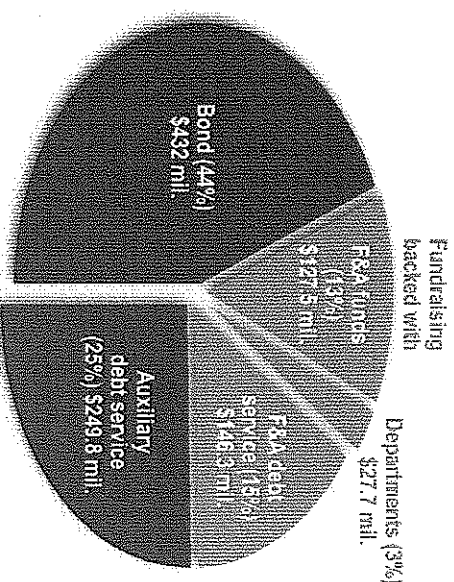


Figure 2. F&A share of projected costs for future bond-funded capital projects. The departments' share also includes F&A funds.

## Equipping new buildings depends on F&A funds.

Campus buildings, especially science buildings with high-tech laboratories and instruments, are expensive to furnish and equip. New buildings totaling \$985 million would require an estimated 5-10 percent of the construction cost in additional funds to outfit them in ways that would maximize their potential. At Carolina, most of that investment will come from departmental sources comprised primarily of F&A funds.

## Teaching depends on F&A funds.

Without F&A funds, it would be almost impossible to train students—especially graduate students—in the technical disciplines. Training graduate students is a primary reason for university research. Undergraduates also learn by doing research, experiencing first-hand the process of discovering new knowledge. Today, over 20 percent of Carolina undergraduates receive credit hours for conducting research, with a total of about 3,000 credit hours per year campus-wide. In the last year, applications for undergraduate summer research fellowships on the campus have doubled. Despite more than \$40,000 per year in private support, the Office of Undergraduate Research can only fund about 20 percent of those students who apply. This year, F&A funds will pay about \$10,000 for undergraduate fellowships. More funds are needed.

## Libraries depend on F&A funds.

Carolina's libraries use F&A funds to obtain costly electronic databases and scientific journals that provide current information to faculty and students. The Health Affairs Library spends about \$200,000 in F&A funds each year on electronic journals. The Academic Affairs Library spends \$109,813 a year in F&A funds for facilities upkeep and \$298,000 a year in F&A funds on licenses for electronic journals and databases. Because the quality of libraries is a factor when funding agencies award research grants, these library resources help Carolina compete for external funding.

## Start-ups for new faculty depend upon F&A funds.

New faculty members require start-up funds to relocate, set up their laboratories, buy computers and software, obtain research animals and supplies, and conduct preliminary studies that lead to major grants. Without sufficient start-up packages, it is virtually impossible to attract top faculty to Carolina.

In fiscal year 2000-2001, the University administration spent about \$4.5 million in F&A funds campus-wide on start-up packages for 79 new faculty members. Allocations for start-ups in the School of Medicine totaled \$2.2 million for 24 start-ups averaging \$93,000 each. Allocations for start-ups in the College of Arts and Sciences totaled \$1.2 million for 24 start-ups averaging about \$52,000 each. In addition, schools contribute, drawing on their own allocations of F&A funds. In the sciences, where instruments and facilities are expensive, the total cost of a start-up package can reach \$500,000.

Start-up packages support researchers who will have a real impact on the University and the state. For example:

- Robert W. Ryder, an expert in bioterrorism, will help the School of Public Health work with state and local officials to protect North Carolinians.
- Terry Magnuson, chair of the new Department of Genetics, will lead a core group of faculty who have been assembled *in one year*, creating a top-flight department in an area of strategic importance to the University and the state. Without F&A funds, this department might have taken 20 years or more to establish.

## Research compliance depends on F&A funds.

In many cases, F&A-funded employees provide services required by state or federal law. We estimate that the total campus F&A expenditure for the administrative activities necessary for research compliance is at least \$3.7 million a year. For example, staff paid from F&A funds review and monitor the use of human subjects or laboratory animals in research, satisfying federal mandates. F&A-funded employees also administer research contracts and grants, fulfill reporting requirements, report and license inventions, create start-up companies, and help manage offices and labs. Without these employees, the University could not meet its legal obligations, and the research enterprise would grind to a halt.

## Grants depend on F&A funds.

Many funding agencies require the University to commit its own resources to match some portion of the money received for a grant. Last year, the Vice Chancellor for Research and Graduate Studies provided \$662,714 in proposal matches, all from F&A funds. Other units also provide matching monies using F&A funds. Without these funds, the University would lose many of the big grants that support our research programs and enhance the education of our students.

## Innovation depends on F&A funds.

A small investment in seed funding can help a faculty member land a big grant or launch new research. Most of these seed grants are provided through F&A funds. Here are just a few examples:

- With a Carolina seed grant in 1990, Al Baldwin, associate professor of biology, began studies of the transcription factor NF- $\kappa$ B, which shields cancer cells from chemotherapy. Initial findings led to grants and several breakthroughs in understanding the role of NF- $\kappa$ B in cancer formation and chemotherapy.
- Sharon Milgram, associate professor of cell and molecular physiology, used a Carolina seed grant to develop a genetics-based technique to study the interactions of proteins involved in processes that affect human health. Her technique inspired four federal grants and one private grant totalling over \$400,000.
- Peter Ornstein, professor and chair of psychology, relied on a modest Carolina seed grant for a pilot study that tracked preschoolers' emerging memory skills. His pilot study led to a five-year, \$3 million federal grant.

## Economic progress depends on F&A funds.

F&A funds supply the investment we need to keep the research enterprise growing in ways that yield value to North Carolina. At UNC-Chapel Hill, this enterprise attracts more than a third of the University's budget—\$438 million in total external funding awarded during 2001. Outside funding has a substantial impact on the state's economy. It also attracts talented faculty and students who create the new technologies and innovations North Carolina will need to recover its economic momentum.

During 2001, the University helped launch 12 new companies based on Carolina technologies. These companies will create jobs for the state. McCell, Inc., which is based on inventions by Joe DeSimone, professor of chemistry, markets technologies for cleaning fabric and industrial parts using carbon dioxide instead of toxic solvents. Recently, DuPont licensed DeSimone's process for using carbon dioxide to improve the manufacture of Teflon. The company is spending \$40 million to build a plant based on the technology in Bladen County. The plant will employ about 100 workers.

Visit *Research at Carolina online*: <http://research.unc.edu/>



*The University of North Carolina at Chapel Hill*

## **MINUTES OF THE FACULTY COUNCIL**

### **March 22, 2002, 3:00 p.m.**

#### **Attendance**

Present (48): Admiora, Bollen, Bouldin, Bowen, Bynum, Cairns, Chenault, Colindres, Cotton, Crawford-Brown, Daye, Drake, Elvers, Files, Fowler, Janda, Kagarse, Ketch, Langbauer, LeFebvre, Malizia, McCormick, McGraw, Meece, Metzguet, Orthner, Owen, Panter, Pfaff, Pisano, Raab-Traub, Raasch, Rao, Reinert, Retsch-Bogart, Robinson, Rowan, Schauer, Shea, J. Smith, W. Smith, Straughan, Tauchen, Tresolini, Tulloch, Vaughn, Wallace, Waters.

Excused absences (36): Adler, Allison, Barbour, Boxill, Bromberg, Carelli, Clegg, D'Cruz, Eiler, Fishell, Foley, George, Gilland, Granger, Henry, Kalleberg, Kessler, Kjervik, Kopp, Kupper, Lubker, Meyer, A. Molina, P. Molina, Moran, Nelson, Nonini, Otey, Poole, Sigurdsson, Slatt, Sueta, Walsh, Watson, Williams, Yopp.

Unexcused absences (3): McQueen, Sams, Strauss.

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

Chancellor James Moeser called the meeting to order at 3:07 p.m.

*State Budget.* The Chancellor said that he and the other chancellors in the UNC System had received a direct communication from Governor Easley indicating that he wants to protect classroom instruction as necessary cuts in the State budget are made. While he hopes that the governor will be able to make good on that resolve, the chancellor is advising vice chancellors and deans to expect cuts in some amount. Although hard information is not available at this time, it will be difficult to make cuts at any level that do not impact instruction.

The most critical budget issue facing us will be an attempt to capture funds the University receives from the federal government to cover the uncompensated costs of research carried out by the faculty, known as "facilities and administrative costs" (F&A). (The State has traditionally characterized this reimbursement as "overhead receipts.") These costs are awarded as part of each federally-funded grant and are validated by an annual federal audit. This money is absolutely vital to the research mission of the University. The recent growth we have seen in Carolina's research is directly due to reinvestment of these funds. Only since 1998 has Carolina been permitted by the legislature to keep 100% of those reimbursements. A line graph of the growth of research shows a sharp upward trend beginning in 1998-99 when we began to reinvest the full recovery of F&A receipts back into the infrastructure that supports research. Of the University's employee force, 846 people in 42 counties around the State are paid in whole or in part from F&A receipts. Much of the University's public service is supported by the funds—for example, breast cancer screening for all of Eastern North Carolina, oral health for pregnant women, and research in psychology concerning learning and memory ability of pre-school children. National Institutes of Health funding at Carolina rose 14% in 2001. Our faculty generated \$237 million in NIH funding last year, up from \$207 million in 2000. This places us 12th among American public and private research universities in NIH funding. We have moved up one place in the rankings in each of the past five years. The rankings demonstrate that growth is not due simply from increased Congressional support for NIH; we have gained steadily in comparison to our peer institutions. UNC ranks 20th in the nation among science and engineering universities as determined by the National Science Foundation. (We have now displaced Duke University in the top 20 even though we do not have a School of Engineering as they do.) Carolina is the South's top public university in this category. Any move to capture F&A receipts would cause research at Carolina to stagnate. That in turn would affect our ability to be the economic engine that helps drive North Carolina's economy.

The chancellor concluded by citing examples dependent on F&A receipts:

- F&A receipts are instrumental in leveraging multiple sources of funding for capital projects (the higher education bond issue funded only half of the capital needs identified on this campus);
- Research equipment in new facilities, none of which is funded by bond proceeds;
- Start-up costs for new faculty;
- Cost of compliance with State and federal research regulations;
- Summer research fellowships for undergraduates; and
- Library resources and facilities, especially acquisitions and serial subscriptions.

*Tuition.* Chancellor Moeser noted that the recent 12% increase in non-resident tuition approved by the Board of Governors would have a negative impact on four graduate and professional degree programs that have recently been approved for special tuition increases. They are the M.B.A., D.D.S., M.D., and D.Pharm. programs. A 12% non-resident tuition increase in these programs would place them at non-competitive levels. He intends to ask the Board of Governors to reduce increases in these programs to a dollar figure equal to the increase in resident tuition.

*Award.* Chancellor Moeser congratulated Prof. Jane Brown, who recently received the Cornelia Phillips Spencer Bell Award.

Referring to F&A receipts, Prof. Nancy Raab-Traub (Microbiology) said the faculty have no voice in how this money is spent either on the campus level or within their departments. She cited as an example computer services, which are now being charged directly to one's grant. This type of service should be included in indirect costs, she said. She urged faculty involvement in decisions of this kind. The Chancellor said he would be happy to have that conversation.

Prof. Steven Bachenheimer (Microbiology) noted two trends: increased reliance on faculty to capture salary and research funding and increased reliance on fixed-term faculty. Are we tending toward two tracks of faculty—those who teach and those who find the money? He wondered what this bodes for the future. Many of our senior faculty will be retiring soon. We will need to replace them with faculty who will continue to attract research grants. If they are predominately fixed-term appointments, what are the implications for the University? The Chancellor responded that this is indeed a matter for concern. We do need to keep our eye on the ratio of fixed-term appointments to tenure-track appointments. Fixed-term faculty are increasingly relied upon in situations where there is instability in budgets.

Prof. Dennis Orthner (School of Social Work) suggested that the University would benefit by placing F&A receipts in a foundation, as does the University of Georgia.

### **Provost's Remarks**

*Budget.* Provost Robert Shelton reported that he has asked the deans and vice chancellors to prepare their budgets for the coming year under several alternative scenarios in which State appropriations are reduced by various percentages. Their responses were due in his office by April 3. He is meeting with each of these individuals to go over the material that they submit, after which the proposed budget draft will be reviewed by the University Priorities and Budget Advisory Committee, the Dean's Council and the Council of Vice Chancellors. He said he was optimistic about the process, although he was pessimistic about the financial situation in the State.

Provost Shelton said the Academic Plan Task Force had met twice and would be posting their progress on the website.

*Academic Calendar.* The Provost said the calendar is being modified to bring it into alignment with peer institutions nationally and locally. Some changes will be made for the upcoming academic year. By 2003-2004 the changes should be fully implemented. He congratulated the faculty for working so hard to bring the changes about.

Chancellor Moeser thanked Vice President Gretchen Bataille for her efforts in this regard.

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

Chair of the Faculty Sue Estroff added her congratulations to Prof. Brown for receiving the Cornelia Phillips Spencer Bell Award. She noted that Mrs. Spencer's views on race had been called into question recently. Prof. Estroff expressed admiration for Prof. Brown's honesty in dealing with the issue.

Prof. Estroff:

- Congratulated the Women's Basketball Team for their progress in the NCAA tournament;
- Introduced Branson Page, newly elected President of the Graduate and Professional Student Association, who will be address the Council at the September meeting;
- Urged the faculty to attend Commencement on May 19;
- Urged faculty to vote in the upcoming faculty elections;
- Reported that Chancellor Marjorie Anne Fox of North Carolina State University will address the Council at the April meeting;
- Reported that the Employee Forum has expressed general support for a parking permit fee system that varies rates according to salary tiers; and
- Noted that the Office of the President just completed a report on fixed-term faculty.

Prof. Estroff called for meaningful involvement of the faculty in budget decision-making. Reductions in the budget will be more palatable if the faculty has the chance to be part of decisions as they are being made and will be more supportive if it is part of the process. Prof. Estroff said the same will be true in the efforts to retain 100% of our F&A receipts. The Educational Policy Committee will present later in this meeting a resolution on funding of enrollment increases. This will be the faculty's chance to make clear to the legislature and the Board of Governors our views on this important issue.

### **Annual Report of the Faculty Assembly Delegation**

The report was received. Prof. Estroff thanked the delegation for their work in securing passage by the Assembly of a resolution urging "home rule" in the matter of the academic calendar.

### **Annual Report of the Faculty Welfare Committee**

The report was received without question or comment.

### **Closed Session: Honorary Degree Nominations for 2003**

The Faculty Council went into to closed session to consider the award of honorary degrees at Commencement 2003. Upon completion of this item of business, the Council returned to open session.

### **Annual Report of the Status of Women Committee**

Prof. Jean Goeppinger (Nursing) presented the report. She expressed the committee's thanks to Dr. Lynn Williford, Director of the Office of Institutional Research, for assistance in developing and analyzing the data that is included in the report.

Prof. Estroff asked how close the committee is to getting useful data in its study of gender equity in salaries. Dr. Williford replied that it will be a lengthy analysis. A number of variables are being considered and the analysis is being done school by school. Prof. Donna Lefebvre (Political Science) asked if the committee had discussed reports that the Women's Center might be moved off campus. Provost Shelton said that this was news to him, and he had no such intent. Prof. Raab-Traub asked if the committee plans to study gender equity with respect to matters such as start-up packages for new faculty, promotion to full professor, and award of chaired professorships. Prof. Goeppinger said the committee has not yet progressed to those issues. The first step is to focus on salary equity.

### **Annual Report of the Administrative Board of the Library.**

Prof. Richard Pfaff, Chair of the Board, presented the report. He said that two of the areas which are particularly pressing are the materials budget and the unwelcome prospect of any cuts to it, and salaries for librarians. The latest available salary figures are for 1999-2000, but the rankings for this year are unlikely to improve due to erosion of funding. In 1999-200, our library just barely claimed 17<sup>th</sup> place in the ratings of major research libraries. We expect to maintain that standing, but it would not be surprising if anticipated budget difficulties in upcoming years were to have a negative impact on the Library's national standing. The heart of the matter is that the Library is as integral to the well-being as it is to the stature of the University. The Library is far more than an important part of the infrastructure of the University; it is the central articulation of the college's intellectual quest.

Prof. Bachenheimer asked if there was a formula that would guarantee that, as our research base broadens, the acquisition budget will keep pace.

Assoc. Provost Joe Hewitt said F&A funding for continuing acquisitions is stable. So far we have avoided large-scale journal cancellations. Journals will have to be cut for next year, and licensing written as much as three years ago will be coming up for renegotiation this year. Budget cuts could be devastating. Prof. Bachenheimer said the University could not be successful without an adequate library budget. He urged the chancellor and provost to look at this matter carefully.

Prof. Estroff asked what the Committee's response was to nighttime parking at the Library. Prof. Hewitt said the Library has 24-hour service. The staff who work at night can park in the loading dock area, but they don't feel they should have to pay for parking. They are low-paid employees and parking fees would be a hardship. Prof. Estroff said she also has concern for students. Prof. Hewitt agreed.

### **Annual Report of the Educational Policy Committee**

Prof. Randall Hendrick (Linguistics), Chair, commented on two matters that had been referred to the committee by the Council and are addressed in the report.

- University policy encourages the faculty to make reasonable accommodation for students who ask to miss class due to observance of major religious holidays. This policy should also apply to examinations and graded assignments. The committee was unable to improve on the stated policy, but does think it could be publicized better. First, the policy itself should be drawn to the attention of the University community; and second, the University community should be made aware of when religious holidays occur. That could easily be done by including a links to appropriate web sites on the campus calendar.

- The committee continues to monitor grade compression with the hope of reporting findings at a later date.

Prof. Ferrell noted that normally receipt of a committee report does not constitute approval of all statements therein in the absence of some expression of intent of the body to do so. He asked whether the Council wishes to endorse the Committee's recommendations with respect to the policy for listing names of graduates in the Commencement program. Without objection, he proposed to indicate the Council's endorsement of that recommendation in the minutes. There was no objection.

### **Resolution 2002-4 on Unfunded and Underfunded Enrollment Increases**

Presented by the Educational Policy Committee. Prof. Hendrick said that the Educational Policy Committee is gravely concerned at the potential impact of budget cuts on the quality of education at every level. It is that concern that leads the committee to recommend to the Council Resolution 2002-4.

Prof. Ferrell suggested changing the word "increased" to "adequate" in line two of the last paragraph. Prof. James Ketch (Music) mentioned an article in today's newspaper regarding the same issue at the University of Wisconsin. Prof. Estroff said Prof. Ketch was referring to the decision of the Board of Governors of the University of Wisconsin to freeze enrollment, but she thought the dispute had been resolved with the Wisconsin Legislature. Prof. Bachenheimer asked if there would be similar resolutions from other campuses. Prof. Estroff said some other campuses were looking forward to increasing their enrollment. Chancellor Moeser added that he didn't think they were looking forward to increased enrollment without the funding to support it. Prof. Pfaff asked if there was a way to commend this Resolution in a friendly fashion by submitting a letter to other faculty chairs at other institutions. Prof. Estroff replied that the best way to do that is to submit a resolution to the Faculty Assembly.



Prof. Ferrell quoted a statement from Governor Easley's Inaugural Address that called for a guarantee that every citizen of North Carolina would continue to have access to education throughout his or her lifetime. Chancellor Moeser added that the legislative leadership has signaled its intention to provide for enrollment increases in the continuation budget for 2003-04 and future years. Now, the cost of enrollment increases in the University System and the Community College System has to be justified as an expansion budget item. The change would put higher education on the same footing as elementary and secondary education enrollment increases.

Prof. Laurel Files (Health Policy & Administration) suggested that instead of asking that enrollment increases be slowed or halted, it would be better to ask the Board of Governors to reconsider their enrollment management policy in the light of budget capacity. Prof. William Smith (Mathematics) suggested instead that the word "halt" be substituted with the word "postpone." His suggestion was accepted.

The Resolution was adopted as amended.

### **Open Discussion of Topics Raised by Faculty Members**

Prof. Etta Pisano (Radiology) said that, as a member of the Status of Women Committee and President of the Association of Professional Women in Medicine, she has submitted a number of questions concerning gender equity to the Chancellor. She favors extending the work of the Committee on the Status of Women to include addressing those issues as well as the matter of salary equity. She also hopes that plans will be put in place to address any inequities that may be identified. Senior Associate Provost Bernadette Gray-Little acknowledged receiving the questions to which Prof. Pisano referred. She said that it was felt best to proceed with a study of salary equity at this point. Some of the other questions require a much broader look at patterns of professional careers on this campus that will take a much longer period of time. These questions need to be addressed in due course.

Prof. Raab-Traub asked about the source of funding for computers that are being provided to some members of the faculty. Provost Shelton said that funding does not come from F&A receipts. Chancellor Moeser noted that inclusion of computers for faculty as part of the Carolina Computing Initiative is available only for faculty in the College of Arts and Sciences.

Prof. Pisano commented on the serious achievement gap that exists between black and white students in the Chapel Hill-Carboro schools. She said there was a real need for the University to become involved in the solution of this problem.

### **Annual Report of the Buildings and Grounds Committee**

The report was received. Prof. Estroff commended the committee for extraordinarily hard work during a period of unusually heavy activity. Chancellor Moeser added his compliments and thanks as well.

### **Annual Report of the Faculty Information Technology Advisory Committee**

Prof. Bill Balthrop (Communication Studies) said the committee is making progress on the matters addressed by Resolution 2002-7A passed by the Faculty Council last fall. He stressed what the members of FITAC considered to be an important dialogue that began and would continue. Prof. Estroff said that she had seen one of the media books projects done in the English Department. It was breathtaking.

### **Adjournment.**

The business of the day having concluded, the Council adjourned at 4:50 p.m.

Joseph S. Ferrell  
Secretary of the Faculty



**Faculty Welfare Committee**  
**Annual Report**  
**February 22, 2002**

**Current Members:** Adaora Adimora (2003), Doug Elvers (2002), chair; John Galassi (2002), Laura Hanson (2003), Diane Kjervik (2002), Beth Kurtz-Costes (2004), Michael Peck (2004), Judy White (2003).

**Members leaving the committee during the past year:** Steven Bachenheimer, Robert Joyce, Stephen Leonard, Michael Symons.

**Annual report prepared by:** Doug Elvers, Chair. This report covers the period February 2001 through January 2002.

**Committee Charge:** "The committee works for and reports on the improvement of faculty working conditions, including salary and benefits." *Faculty Code of University Government*, 4-15.

**Report of Activities:**

1. In cooperation with Lynn Williford and OIR, a report was prepared of an analysis of faculty salaries within departments. The report findings were presented to Faculty Council at its September 2001 meeting.
2. A resolution has been made in addressing inconsistencies between 12 month faculty vacation time and EPA non-faculty vacation time.
3. Consideration has been given to the University setting up its own health insurance plan.
4. Current discussions are underway regarding (a) parental leave policies and (b) retirement options.