



The University of North Carolina at Chapel Hill

MEETING OF THE GENERAL FACULTY AND THE FACULTY COUNCIL

Friday, February 7th, 2003 at 3:00 p.m.

*** The Pleasants Family Assembly Room in Wilson Library ***

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	Chancellor's Remarks and Question Time. Chancellor James Moeser invites questions or comments.
DISC	3:10	Update on the Academic Plan. Executive Vice Chancellor and Provost Robert Shelton.
INFO	3:30	Remarks by the Chair of the Faculty. Professor Sue Estroff. <i>Including: Annual Report of the Executive Committee of the Faculty Council.</i>
INFO	3:38	2003 Senior Class Gift. Paymon Rouhanifard, President of the Senior Class.
INFO	3:40	Annual Report of the Advisory Committee. Professor Frederick P. Brooks Jr., Chair.
INFO	3:45	Annual Report of the Scholarships, Awards, & Student Aid Committee. Professor Charles Daye, Chair.
INFO	3:50	Annual Report of the Advisory Committee on Undergraduate Admissions. Senior Associate Dean Karen Gil, Chair.
ACT	3:55	Resolution 2003-3 to Establish a Committee on Appointments, Promotions, and Tenure. (<i>Second Reading.</i>)
ACT	4:00	Resolution 2003-4 Concerning Gender Equity in Faculty Salaries.
ACT	4:20	Resolution 2003-7 Endorsing Certain Recommendations of the Task Force on Appointment, Promotion, and Tenure.
DISC	4:45	Open Discussion of Topics Raised by Faculty Members.
ACT	5:00	<i>Adjourn.</i>

Joseph S. Ferrell
Secretary of the Faculty

KEY: ACT = Action, DISC = Discussion, INFO = Information.

Documents pertaining to meetings of the Council may be found at www.unc.edu/faculty/facoun on the Web.



The University of North Carolina at Chapel Hill

Basic Parliamentary Procedure

for the meetings of the General Faculty and the Faculty Council

Resolutions

- considered in four steps: motion, second, discussion, vote
- to amend the *Faculty Code*, a resolution must pass at two meetings

Voting

- first, a voice vote is taken, with those agreeing to the motion saying "Aye" and those opposed "No"
- if the presiding officer determines that the voice vote is inconclusive, those voting "Aye" are asked to stand while a count is made, resuming their seats after being counted off by number; and then the process is repeated for those voting "No"

Amendments

- during the discussion period for a resolution, a motion may be made to amend it
- to move an amendment, a member shall,
 - on a printed copy of the resolution, cross out any text to be deleted, and write in any text to be added by the amendment
 - rise to explain the amendment
 - hand in the amended copy of the resolution to the Secretary of the Faculty
- the amendment shall be considered immediately, and it is also considered in four steps: motion, second, discussion, vote
- the vote must be taken on the amendment first, or the amendment withdrawn, before returning to the discussion of the resolution



THE UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL
Office of Faculty Governance

Joseph S. Ferrell
Secretary of the Faculty

January 21, 2003

204 Carr Building
Campus Box 9170
Chapel Hill, NC 27599-9170

Members and Friends of the Faculty Council

Dear Colleagues and Friends:

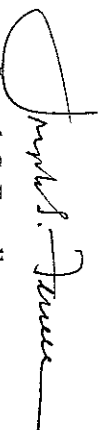
For each meeting of the Faculty Council, the Office of Faculty Governance mails out the agenda, reports, resolutions, etc. on paper prior to the meeting, and these materials are also posted on our website (www.unc.edu/faculty/faccoun). As work habits continue to shift to electronic documents and the Internet, there are calls to use less paper and discontinue the mailings. But others prefer having the documents mailed out already printed and collated, and want things to stay as they are.

Our solution is to accommodate individual preferences. The office is asking you to let us know if you personally wish to continue getting the paper mailings. We will keep sending them to everyone requesting them.

All Faculty Council members and others who ask to be included on the distribution list will receive an e-mail message prior to each meeting containing a "hot link" to the agenda from which one can link to all relevant documents. Paper copies will continue to be available at the meeting. If you prefer this method of distribution, you need do nothing.

If you wish to continue receiving the paper mailings, please print your name clearly below and mail this letter back to us at Campus Box 9170 no later than February 14, 2003. Simply fold this sheet into thirds so that our address on the back is showing, staple, and mail. You may also reply by e-mail to James_Coley@unc.edu.

Sincerely yours,


Joseph S. Ferrell
Secretary of the Faculty

Please continue to send paper copies of Faculty Council materials to:

Name _____

(919) 962-7609

e-mail: jferrel@email.unc.edu

Office of Faculty Governance
CB# 9170
Carr Building

**CRITICAL QUESTIONS REGARDING
SCHOLARSHIPS AND STUDENT FINANCIAL AID
University of North Carolina at Chapel Hill
Academic Year 2001 - 2002**

Need-based student financial aid enables qualified students, who otherwise could not afford the cost of college, to attend the University. Merit aid recognizes and rewards student talent and achievement. Both are important sources for the recruitment and retention of undergraduate and graduate/professional students at the University.

The Office of Scholarships and Student Aid, the Office of Institutional Research, and the Faculty Committee on Scholarships, Awards and Student Aid will continue to perform research and examine the following questions:

A. Questions Related to Campus Planning:

1. How much financial aid will be needed under differing enrollment growth scenarios, and for whom?
2. How will proposed changes in tuition policy, or subsequent tuition increases, or a decline in the economy, impact the need for additional grant aid?
3. Which types and amounts of aid most effectively influence students to enroll in, persist, and graduate from Carolina?
4. What impact does Carolina's offer of financial aid have on the University's efforts to recruit students of color and first generation college students?
5. What impact does Carolina's offer of merit scholarships and graduate awards have on the University's effort to recruit the highest achieving students?
6. What is the cumulative indebtedness for Carolina's graduating undergraduates, and for graduate and professional students completing programs at the University?
7. How much can undergraduate, graduate, and professional students reasonably be expected to borrow?

B. Questions Related to the Distribution and Allocation of Aid:

1. What is the proper balance between:
 - a. need-based and merit aid;
 - b. aid to graduate/professional and undergraduate students;
 - c. aid to in-state and out-of-state students?
2. What are the appropriate relative roles of the student, the family, the institution, the state government, and the federal government in paying for one's education? And, to what extent should each party reasonably be expected to contribute?

**ISCHOLARSHIPS, AWARDS, AND STUDENT AID COMMITTEE
2002-2003**

Name and Department	Phone	E-mail	Term
<i>Faculty/Staff</i>			
Charles Daye, Chair (Law)	2-7004	cdaye@email.unc.edu	2000-2003
Todd Austell (Chemistry)	2-9429	taustell@email.unc.edu	2001-2004
Willis Brooks (History)	2-5043	ewbrooks@email.unc.edu	2000-2003
Dennis Cheek (Nursing)	3-9496	dicheek@email.unc.edu	2002-2005
Jean Desaix (Biology)	2-1068	idesaix@email.unc.edu	2001-2004
Melissa Exum (Student Affairs)	6-4042	exum@email.unc.edu	Ex officio
Jerome Lucido (Admissions)	6-3623	jlucido@email.unc.edu	Ex officio
Shirley Ort (Student Aid)	2-9246	sao@unc.edu	Ex officio
Monica Rector (Romance Langs.)	2-0744	rector@email.unc.edu	2000-2003
Seth Reice (Biology)	2-1375	sreice@bio.unc.edu	2001-2004
Beverly Taylor (English)	2-6921	btaylor@email.unc.edu	2002-2005
Holden Thorp (Chemistry)	2-0276	holden@unc.edu	2001-2004
<i>Students</i>			
Ariel Gruber (Undergrad)	914-4193	gruber@email.unc.edu	2002-2003
Sharon Lintz (Undergrad)	914-3649	shalintz@email.unc.edu	2002-2003
Justin Powell (Graduate)		powelljp@email.unc.edu	2002-2003
Robert Shapiro (Undergrad)	932-4542	rlshapir@email.unc.edu	2002-2003
Robin Sinhababu (Undergrad)	914-5790	rsinhab@email.unc.edu	2002-2003

01/08/03

schol_committee@listserv.unc.edu (email for committee members as a group)

Director/scholarshipstudentaid02-03cmtmembers

**2001-02 SCHOLARSHIP AND FINANCIAL AID AWARDS
OFFICE OF SCHOLARSHIPS AND STUDENT AID
The University of North Carolina at Chapel Hill**

This report is a summary of all aid reported to or distributed by the Office of Scholarships and Student Aid to enrolled undergraduate, graduate, and professional students from July 1, 2001 to June 30, 2002.

	Number of	
	Awards	
<u>Scholarships/Awards</u>		Amount

AWARDS FROM UNIVERSITY-CONTROLLED SOURCES
--

University Funds	7,797	\$23,933,343
Johnston Award Programs (Need-Based)	234	\$1,175,619
Other Distinguished Scholarships (Need-Based)	167	\$720,248
Whitehead Scholarships (Need-Based)	104	\$180,883
Academic Undergraduate Scholarships (Non-Need-Based)	389	\$2,532,860
College Fellows Awards	29	\$73,750
Joseph T. Pogue Scholarship	78	\$580,110
Carolina Scholars Awards	123	\$1,000,750
Robertson Scholars Program	15	\$282,754
William R. Davie Scholarships	95	\$388,700
Herbert W. Jackson Scholarships	16	\$40,000
Other Academic Scholarships	33	\$166,796
General Undergraduate Scholarships (Need-Based)	4,172	\$6,661,474
Escheats Scholarships	232	\$344,185
Minority Presence Scholarships	103	\$129,520
North Carolina Scholarships	367	\$628,821
Student Stores Scholarships	395	\$443,659
University Trademark Scholarships	368	\$1,255,853
Employee-Dependent Scholarships	14	\$26,467
Other General Scholarships	2,693	\$3,832,969
Restricted Scholarships (Non-Need-Based)	66	\$375,738
Departmental Undergrad Scholarships (Non-Need-Based)	382	\$568,263
Art	18	\$10,422
Business Administration	108	\$257,235
Chemistry	10	\$10,731
Drama	10	\$25,243
Education	2	\$2,828
History	50	\$41,600
Journalism	65	\$87,519
Leisure Studies	3	\$3,600
Mathematics	0	\$0
Music	94	\$89,225
Nursing	22	\$39,860
Speech	0	\$0

Graduate and Professional School Scholarships

Dentistry	1,048	\$2,577,444
Journalism	42	\$395,872
Law	0	\$0
Medicine	330	\$859,298
Minority Presence Graduate Scholarships	518	\$1,073,024
Nutrition	38	\$26,570
Occupational Therapy	0	\$0
Pharmacy	0	\$0
Physical Therapy	116	\$217,480
Public Health	1	\$2,200
Social Work	0	\$0
Student Counseling	3	\$3,000
	0	\$0

Graduate Awards

Graduate Fellowship	384	\$3,785,433
Graduate Scholarship/Grant	187	\$2,493,157
Graduate Traineeship	0	\$0
Graduate Tuition & Fee Payment	49	\$195,352
	148	\$1,086,924

Tuition/Remission/Waivers

Employee Tuition/Fee Waiver	851	\$5,355,381
Graduate Tuition Remission	0	\$0
Military Tuition Benefit	805	\$5,270,015
Partial Tuition Reduction	6	\$43,362
	40	\$42,004

Federal Funds

Health Professional Scholarships	2	\$15,886
Dental Scholarships	2	\$15,886
Public Health and Medical	0	\$0

Total Scholarships/Awards

7,799 \$23,949,229

Grants

University Funds

Native American Grants	9,221	\$14,037,124
Tuition Enhancement Grants	40	\$117,000
Athletic Grant-In-Aid	8,706	\$8,860,881
Student Stores (see Joseph T. Pogue and General Undergraduate Scholarships)	475	\$5,059,243

State Funds

N. C. Student Incentive Grant	271	\$184,100
Other State Grants	271	\$184,100
	0	\$0

Federal Funds

Pell Grants	2,968	\$6,157,525
Supplemental Grants	2,081	\$5,098,320
	887	\$1,059,205

Total Grants

12,460 \$20,378,749

Work-Study

Federal Work-Study (Need-Based)			
America Reads Work Study Jobs	1,107		\$2,243,819
Community Service Jobs	56		\$106,967
Graduate Assistants	56		\$92,227
On-Campus Jobs	41		\$351,346
	954		\$1,693,279

Total Work-Study **1,107** **\$2,243,819**

Loans

University Funds	118		\$124,412
Federal Funds			
Perkins Loans (Need-Based)	1,440		\$3,105,875
Health Professions Student Loans	1,346		\$2,717,819
	47		\$388,056
	27		\$302,585
	0		\$0
	20		\$81,271

Total Loans **1,558** **\$3,230,287**

TOTAL AWARDS FROM UNIVERSITY-CONTROLLED SOURCES **\$49,802,084**

AWARDS FROM OUTSIDE SOURCES

Scholarships

Recognition Scholarships	475		\$692,650
National Merit Scholarships	458		\$661,150
National Achievement Scholarships	17		\$31,500
State Scholarships	432		\$2,763,511
N. C. Teaching Fellows Awards	220		\$1,332,200
N. C. Nurse Scholarships	89		\$425,500
Other State Scholarships	123		\$1,005,811
Various Sponsored Scholarships	3,988		\$8,386,136
Foundation Scholarships	310		\$4,627,110

Total Scholarships **5,205** **\$16,469,407**

Loans

Federal Family Educational Loans	11,315		\$66,202,973
Parent Loans (PLUS) - (Non-Need-Based)	651		\$4,958,642
Subsidized Stafford Loans (Need-Based)	5,479		\$28,592,390
Unsubsidized Stafford Loans (Non-Need-Based)	5,185		\$32,651,941

Other Loans

N.C. Health, Science, Math Loans	366	\$2,438,378
N.C. Nurse Education Scholarship/Loan	87	\$622,408
N.C. Principal Fellows Award	9	\$18,210
N.C. Professional Teachers Scholarship/Loan	14	\$260,000
Other Educational Loans	19	\$47,500
Private Foundation Loans	6	\$42,616
	231	\$1,447,644

Total Loans **11,681** **\$66,641,351**

TOTAL AWARDS FROM OUTSIDE SOURCES **\$85,110,758**

**TOTAL FUNDS AWARDED OR DISTRIBUTED BY
THE OFFICE OF SCHOLARSHIPS AND STUDENT AID** **\$134,912,842**

2001-2002 Annual Report

Advisory Committee on Undergraduate Admissions

Ex-Officio Committee, Chair of Faculty Advisory Committee on Undergraduate Admissions
February 7, 2003

Members: Karen Gil, Chair (Senior Associate Dean, Undergraduate Education); Milly Barranger (Vice Chair, Fine Arts Division); David Dill (Vice Chair, Social Sciences); Larry Grossberg (Vice Chair, Humanities Division); Madeline Grunnet (Dean, School of Education); Kevin Jeffay (Vice Chair, Natural Sciences Division); Joanne Marshall (Dean, Information/Library Sciences).

Ad Hoc Members: Peter Coclanis (Professor, History Department); Anne Fishel (Professor, School of Nursing); Audeye Johnson (Associate Professor, Social Work); Paul Roberge (Professor, German Department); David Rubin (Professor, Kenan-Flagler Business School).

Ex Officio Members: Carolyn Cannon (Associate Dean, General College); Fred Clark (Associate Dean, Academic Services); Melissa Exum (Vice Chancellor, Student Affairs); David Lanier (University Registrar); Jerome Lucido (Vice Provost for Enrollment Management and Director of Admissions); Vince Amoroso (Deputy Director of Scholarships and Student Aid); Lynn Williford (Director, Institutional Research).

Members leaving committee during past year: Richard Edwards (Professor, Social Work); John Evans (ACC/NCAA Faculty Representative); Miles Fletcher (Professor, History Department); Larry Grossberg (Vice Chair, Humanities Division); Susan Kitchen (Vice Chancellor, Student Affairs); Shirley Ort (Associate Provost and Director of Scholarships and Student Aid); Jon Tolle (Chair, Mathematics Department).

Meetings during past year: November 14, 2001; December 5, 2001; January 8, 2002; January 30, 2002; March 27, 2002; April 10, 2002.

Report prepared by: Jerome Lucido, Vice Provost for Enrollment Management and Director of Admissions and Karen Gil, Senior Associate Dean, Undergraduate Education

Report of activities: (See comparative statistics, attached.)

1. Reviewed the comprehensive and holistic decision model in Undergraduate Admissions.
2. Effective for Fall Semester 2003, raised the number of out-of-state athletic admission slots from 80 to 100, on a trial basis. The additional slots are to be used for the Olympic sports. In exchange for the additional slots, the athletic department will reduce the number of at risk student-athlete cases entering the University generally.
3. Received a report from John Blanchard, Director, Academic Support Program for Student-Athletes, regarding how the progress of student-athletes will be monitored given the new policy outlined above.
4. Approved the over-awarding of established admission slots for music and drama in order to ensure a yield of the targeted twenty students.
5. Monitored the progress of House Bill 1246, a bill mandating study of the measures used for admission,

placement, and advanced placement decisions in the UNC system.

6. Began committee consultation on the review of the University's binding early decision program (the program was dropped in the next academic year.)

UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL
 Freshman and Transfer Class Data, 1998-2002

I. Application Data

ALL FRESHMAN	APPLIED					ADMITTED						
	1998	1999	2000	2001	2002	1998	1999	2000	2001	2002	1998	1999
Total	17,239	16,813	17,571	16,706	17,498	6,043	6,187	6,096	6,341	6,073	3,436	3,46
% Change	7.88	-2.47	4.51	-4.92	4.74	2.75	2.38	-1.49	4.04	-4.23	0.56	-0.9
FRESHMAN BY CATEGORY	1998	1999	2000	2001	2002	1998	1999	2000	2001	2002	1998	1999
In-State	6,977	6,935	7,184	6,971	7,647	4,401	4,260	4,373	4,562	4,329	2,836	2,71
Out-of-State	10,262	9,878	10,387	9,735	9,851	1,642	1,918	1,722	1,779	1,744	600	701
African-American	1,799	1,958	2,106	2,048	2,076	794	755	770	816	809	403	393
Asian-American	1,309	1,371	1,502	1,492	1,436	338	408	447	474	432	170	195
Native-American	118	87	92	96	98	51	38	50	59	51	26	27
Hispanic	426	443	487	491	557	74	96	124	177	195	38	53
ALL TRANSFERS	1998	1999	2000	2001	2002	1998	1999	2000	2001	2002	1998	1999
Total	2,303	2,511	2,332	2,807	2,887	1,076	1,036	1,004	1,056	1,059	735	717
% Change	-2.66	9.03	-7.13	20.37	2.85	-0.19	-3.72	-3.09	5.18	2.84	0.00	-2.4

II. Freshman Class by Secondary-School Background

	1998	1999	2000	2001	2002
In-State Public	2,471	2,327	2,386	2,564	2,459
Out-of-State Public	461	561	515	564	426
Private/Parochial	468	467	490	504	498
Foreign/DD	28	43	27	37	57
Other	8	7	2	18	20

III. Freshman Class by Sex

	1998	1999	2000	2001	2002
Men	1,314	1,296	1,292	1,491	1,404
Women	2,122	2,109	2,128	2,196	2,056

IV. Freshman Yield (Percentage of Those Admitted Who Enrolled)

	1998	1999	2000	2001	2002
All Freshmen	57	55	56	58	57
In-State	64	63	64	67	66
Out-of-State	37	37	36	36	35
Out-of-State Alumni	47	52	56	54	53

V. Freshman Class: Secondary-School Class Rank

	1998	1999	2000	2001	2002		
Top Tenth	2,235	65% 2,249	66%	2,239	65% 2,366	64%	2,031

Second Tenth 786 22% 743 23% 764 22% 801 22% 566

VI. SAT Average

All Freshmen 1998 1999 2000 2001 2002
 1231 1246 1251 1257 1267

VII. Freshman Class by Residency

	1998	%	1999	%	2000	%	2001	%	2002
NC Residents	2,836	82.54	2,704	79.41	2,803	81.96	3,045	82.59	2,848
Non-Resident Alumni	82	2.39	112	3.29	87	2.54	90	2.44	97
Other Non-Residents	518	15.08	589	17.30	530	15.50	552	14.97	515
Total Alumni Children	514	14.96	576	16.92	617	18.04	667	18.09	600
									17.1

VIII. 2002 Admitted Student Profile by Selected Categories

Data reflect all admitted students; enrolled student data will differ.

	NUMBER	SAT	AI	RANK	SIZE	GPA	PROG	PERF	ACTI
All	6,073	1299	3.10	26	283	4.480	5.3	6.4	5.6
Disability (see note below)	0	NA	NA	NA	NA	NA	NA	NA	NA
Discretionary	37	1262	2.67	51	198	3.520	3.4	4.1	5.5
Music or Drama	51	1206	2.66	90	329	4.050	3.0	4.6	6.0
Athletics	131	1078	2.23	86	309	3.420	1.7	3.4	4.8

Disability: Includes only those students who disclosed a disability, were denied admission under competitive review, but were subsequently admitted on recommendation of the Faculty Subcommittee on Disabilities.

*Academic program, academic performance, and school and community activities rated from 0 (lowest) to 9 (highest).



The University of North Carolina at Chapel Hill

2nd Edition Engrossed, Amended and Adopted on First Reading January 17, 2003

**Resolution 2003-3. Amending the Faculty Code of University Government
to Establish a Committee on Appointments, Promotions, and Tenure.**

The General Faculty resolves:

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

3 **“§4-5.1. Committee on Appointments, Promotions, and Tenure.** (a) The Committee on
4 Appointments, Promotions, and Tenure is composed of twelve members of the faculty holding
5 permanent tenure at the rank of professor. Four members shall hold primary appointments within the
6 College of Arts and Sciences, four shall hold primary appointments in the School of Medicine, and
7 four shall hold primary appointments within professional schools other than the School of Medicine.
8 Members shall be elected by the voting faculty at large for three-year terms. Terms shall be staggered
9 so that at least one term from each of the three constituencies expires each year. Members of the
10 Advisory Committee, the Executive Committee of the Faculty Council, the Faculty Hearings
11 Committee, and the Faculty Grievance Committee are not eligible to serve on the committee. The
12 committee shall hold regular meetings once each month throughout the calendar year. It shall choose
13 its own chair.

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

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

22 Sec. 2. Section 4-5 of the *Faculty Code of University Government* is rewritten to read:

23 **“§ 4-5. Advisory Committee.** (a) The Advisory Committee shall consist of nine elected members,
24 the chair of the faculty, ~~and the secretary of the faculty,~~ and the chair of the Committee on
25 Appointments, Promotions, and Tenure.

- 1 (b) The ~~Advisory~~ Committee shall be advisory to the chancellor in faculty personnel decisions;
2 ~~program planning and assessment, resource planning and allocation, and other matters which are~~ in
3 ~~any matter deemed important by the chancellor or the committee, and particularly with respect to:~~
- 4 (1) proposed amendments to the trustee policies and procedures governing academic tenure;
 - 5 (2) review of school and departmental statements of criteria for appointment, promotion, and
6 tenure;
 - 7 (3) academic program planning and assessment;
 - 8 (4) appointment of vice chancellors, deans, and other senior administrators; and
 - 9 (5) recommendations for corrective action
- 10 (i) pursuant to a report of the Faculty Hearings Committee with respect to a decision not to
11 reappoint a probationary-term faculty member, or
12 (ii) pursuant to a report of the Faculty Grievance Committee with respect to a decision not
13 to promote to a higher rank a person holding permanent tenure at the rank of associate
14 professor or assistant professor.”
- 15 No faculty member shall serve simultaneously as an elected member of the Advisory Committee and
16 the Executive Committee of the Faculty Council, the Committee on Appointments, Promotions, and
17 Tenure, the Committee on Faculty Hearings Committee, or the Faculty Grievance Committee.
- 18 (c) It shall elect a chair for a term of one year, ~~the chair to be chosen from the members who are~~
19 ~~serving the final year of their three-year terms, if there be such.~~ The secretary of the faculty shall serve
20 as secretary of the committee.
- 21 (d) It shall hold regular meetings once each month, at such time and place as may be fixed by the
22 committee and the chancellor. The presiding officer shall be the chancellor; or, in his or her absence,
23 the chair of the Advisory Committee. Special meetings may be called by the chancellor or the chair of
24 the Advisory Committee ~~on written request of three of its members.~~ Notice of a special meeting called
25 by the chair shall be given to the chancellor. Whoever calls the special meeting shall preside.”
- 26 Sec. 3. Nominations and elections for the initial Committee on Appointments, Promotions, and
27 Tenure shall be conducted at the regular faculty elections in the Spring semester 2003. To implement a
28 system of staggered terms, the secretary of the faculty shall assign one-year, two-year, or three-years
29 terms to those elected in 2003 in the order of the number of votes received.
- 30 Sec. 4. Except as otherwise provided herein, this Resolution is effective July 1, 2003.

As amended.



The University of North Carolina at Chapel Hill

Resolution 2003-4. Concerning Gender Equity in Faculty Salaries.

Compensations.

(Revised Version)

The Faculty Council resolves:

1 Section 1. The Provost is requested to establish an ad hoc faculty advisory panel to
2 assist in reviewing and evaluating departmental reports with respect to faculty salaries
3 that are not predicted by the multiple regression model developed as part of the recent
4 salary equity study conducted by the Office of Institutional Research and to assist in
5 developing appropriate means of monitoring faculty salaries to the end that gender bias is
6 avoided. The panel should include faculty members with appropriate expertise and
7 experience. Those faculty whose salaries are under review by this committee will be so
8 informed.

9
10 Section 2. The College of Arts and Sciences, each professional school, and each
11 center or institute that initiates tenure-track or fixed-term faculty appointments shall
12 ensure that gender equity reports submitted by the dean or director to the provost are
13 reviewed by an elected faculty committee which appropriately reflects the demographic
14 makeup of the unit's faculty. The committee shall make recommendations for correction
15 of any salary inequities disclosed in the dean's report and shall report annually to the
16 unit's faculty.

17
18 Section 3. The provost is requested to ensure that all publicly available faculty salary
19 information includes all compensation received from the University during the previous
20 year, including distinguished professor stipends, administrative stipends, bonuses,
21 supplements, and any other items in addition to base salary.

22

1 Section 4. The provost is requested to require that the annual reports of deans, chairs
2 or directors of all units that make tenure-track or fixed-term faculty appointments include
3 specific data on the unit's efforts to achieve gender equity. Specifically, annual reports
4 should include at least the following information:

- 5 1) Salaries, supplements and bonuses of men and women by rank and length of time
6 at rank.
- 7 2) Percentage of male and female faculty who are tenure-track versus fixed term
8 appointments.
- 9 3) Percentage of newly hired faculty who are men and women. Percentage of
10 applicants for the position who are men and women. Percentage of those
11 interviewed who are men and women. Percentage of those offered second
12 interviews who are men and women. Composition of all search committees.
- 13 4) Percentage of men and women faculty who stay in the department through their
14 first tenure review. Percentage of men and women who reach tenure review and
15 who are awarded tenure. Percentage of men and women faculty who are promoted
16 to Professor.
- 17 5) Percentage of men and women faculty who have been nominated and awarded
18 distinguished professorships, endowed chairs and university and national prizes.
- 19 6) Description of non-salary compensation in start-up packages, including summary
20 of efforts to obtain employment for their domestic partners, for all new faculty
21 members.
- 22 7) Description of non-salary compensation provided to all male and female faculty
23 members, including space (square footage provided per dollar of overhead
24 receipts, where appropriate), secretarial support, and discretionary funding, etc.
25 *Approximate* percentage of time spent by men and women faculty, subdivided by rank, doing
26 research, teaching, committee work, clinical work, and other responsibilities.
- 27 9) Description of retention strategies employed for all faculty who have left UNCC in
28 the last year.
29

30 The provost is further requested to set benchmarks for success in gender equity over
31 defined periods of time for each administrative unit, based on its unique circumstances.



The University of North Carolina at Chapel Hill

N.B. This version replaces the version distributed with the January packets.

Resolution 2003-7. Responding to the Recommendations of the Task Force on Appointments, Promotions, and Tenure.

The Faculty Council resolves:

I. Flexibility in the Process of Promotion and Tenure.

1.1. The Faculty Council endorses the recommendation that the University of North Carolina at Chapel Hill should seek appropriate funding to support a system of paid parental leave for full-time faculty holding tenure-track appointments who bear primary responsibility for the care of a newborn child.

I.2. The Faculty Council endorses the recommendation that deans and department chairs assume responsibility for explaining to new faculty appointed to probationary-term positions the provisions of the tenure regulations concerning special provisions for extending the maximum probationary period.

I.3. The Faculty Council endorses the recommendation that deans and department chairs take steps to ensure that faculty members who take advantage of special provisions for extending the maximum probationary period are not subjected to stricter requirements for reappointment and promotion than those expected of colleagues who do not choose to take advantage of those provisions.

I.4. The Faculty Council requests the Committee on University Government to prepare for consideration by the Council a proposed amendment to Section 2.c.(6)(iii) of the tenure regulations¹ to increase from one year to two years the maximum extension of the probationary period that may be granted.

I.5. The Faculty Council requests the Committee on University Government to prepare for consideration by the Council a proposed amendment to the tenure regulations that would permit a

¹ For reasons of health, requirements of childbirth or child care, or similar compelling circumstances, a faculty member holding a probationary term of appointment at the rank of assistant professor or associate professor may request that the maximum probationary period be extended for a period not to exceed 12 months (including any extension that may have been granted under subsection (ii) above) [pertaining to less than full-time employment for up to 12 months for similar reasons], with no resulting change in normal employment obligations, in order to provide the faculty member additional time to demonstrate fully his or her professional qualifications for reappointment or permanent tenure.

1 probationary-term faculty member and the head of the appointing unit to mutually agree to delay
2 the decision on reappointment until the final year of the probationary period, with the proviso that
3 in such case the faculty member is not entitled to 12-months notice of a decision not to reappoint.

4 **II. Policies and Procedures for Appointment and Promotion of Fixed-Term Faculty.**

5 II.1. The Faculty Council requests the Committee on University Government to prepare for
6 consideration by the General Faculty an amendment to the Faculty Code of University
7 Government establishing an elected standing committee on Non-Tenure Track Faculty.

8 II.2. The Faculty Council endorses the recommendation that each academic unit develop a
9 plan that defines the desired mix of tenure-track and fixed-term faculty appointments in that unit.

10 II.3. The Faculty Council endorses the recommendation that all appointments to fixed-term
11 faculty positions, whether full-time or part-time, contain provisions relevant to the possibility that
12 funding to cover the full duration of the contract may not be available due to funding rescissions.

13 II.4. The Faculty Council endorses the recommendation that, to the maximum feasible
14 extent, no person should be appointed to more than three consecutive one-year terms in a fixed-
15 term rank before appointment to a longer term is made available.

16 II.5. The Faculty Council urges the Dean of the College of Arts and Sciences to rescind the
17 administrative rule now in effect that links the term of fixed-term faculty appointments to the
18 term of appointment of the department chair.

19 II.6. The Faculty Council requests the Committee on University Government to prepare for
20 consideration by the General Faculty an amendment to the Faculty Code stating the expectation
21 that all appointments and reappointments to fixed-term faculty positions, whether full-time or
22 part-time, will be made with the same consultations within the appointing unit as is the case for
23 appointments to tenure-track positions.

24 II.7. The Faculty Council requests the Committee on University Government to prepare for
25 consideration by the Council a proposed amendment to the tenure regulations creating the rank of
26 senior lecturer.

27 II.8. The Faculty Council endorses the recommendation that each appointing unit develop
28 descriptions of the evaluation and criteria for appointment and promotion within fixed-term ranks
29 that differentiate appointment by ranks analogous to those employed in tenure-track
30 appointments.

31 II.9. The Faculty Council endorses the recommendation that promotions within fixed-term
32 ranks that differentiate appointment by ranks analogous to those employed in tenure-track
33 appointments follow the same time line for review as is prescribed for tenure-track appointments.

1 II.10. The Faculty Council endorses the recommendation that each academic unit include
2 fixed-term faculty in school and departmental decision-making and advisory venues, except those
3 relating to evaluation and promotion of tenure-track faculty.

4 II.11. The Faculty Council endorses the recommendation that deans and department heads
5 make every effort to include fixed-term faculty in professional development activities.

6 II.12. The Faculty Council requests the Provost to examine the criteria for awards,
7 particularly those related to service, to ensure that fixed-term faculty are eligible for consideration
8 unless disqualified by the terms establishing the award.

9 **III. Review of Tenure-Track Appointments and Promotions**

10 III.1. The Faculty Council requests the Committee on University Government to prepare for
11 consideration by the General Faculty an amendment to the Faculty Code expressing the
12 expectation that deans and department chairs will consult all tenured faculty in the appointing unit
13 in appointments and promotions that have the effect of conferring permanent tenure, except initial
14 appointment at the rank of professor for which consultation with the professors alone is sufficient.

15 III.2. The Faculty Council requests the Committee on University Government to prepare for
16 consideration by the General Faculty an amendment to the Faculty Code establishing a
17 University-wide system for review of all appointments and promotions that have the effect of
18 conferring permanent tenure and all promotions to a higher rank of persons holding permanent
19 tenure at the rank of associate professor or assistant professor. The system should culminate
20 with the Committee on Appointments, Promotions, and Tenure. For the College of Arts and
21 Sciences, the School of Medicine, the School of Public Health, and any other professional school
22 that may hereafter be organized in departments that initiate faculty appointments and promotions,
23 the dean should seek the advice of an elected committee of the College or School faculty before
24 acting on a department chair's recommendation. For professional schools that are not organized
25 in departments, the dean should seek the advice of the entire assembled faculty who are qualified
26 to consult on the action in question or an elected committee of the unit's faculty, as may be
27 appropriate to the size and complexity of the school. The recommended system should eliminate
28 the level of review now being performed by the Subcommittee on Professional Schools of the
29 Committee on Instructional Personnel and the Health Affairs Advisory Committee.

30 III.4. The Faculty Council endorses the recommendation that a decision not to reappoint a
31 probationary-term faculty member should be forwarded by the dean or department chair to his or
32 her immediate administrative superior for review as to the adequacy, consistency, and coherence
33 of the evidence supporting the decision not to reappoint. In conducting that review, the reviewing

- 1 officer will seek the advice of the faculty advisory committee that would have reviewed the
- 2 decision had it been positive.²

² This resolve does not recommend changing the current provisions of the Tenure Regulations that require all faculty appointment, promotions, and tenure decision to originate at the departmental level. Hence, the review recommended by the resolve would be advisory only to the dean or department chair who made the original decision.



The University of North Carolina at Chapel Hill

MINUTES OF THE GENERAL FACULTY AND FACULTY COUNCIL February 7, 2003, 3:00 p.m.

Attendance

Present (67): Admiora, Allison, Ammerman, Bachenhheimer, Bollen, Bouldin, Bowen, Cairns, Carelli, Chenault, Collindres, Cotton, Daye, Eiter, Elvers, Files, Fishell, Foley, Fowler, Gerber, Gilland, Gollop, Granger, Henry, Kessler, Langbauer, Leigh, McGraw, Meece, Metzguer, Moran, Morris-Natschke, Nelson, Nicholas, Nonini, Orthner, Owen, Panter, Parikh, Pfaff, Pisano, Pittman, Poole, Porto, Reinhert, Retsch-Bogart, Rippe, Rock, Rong, Rowan, Salmon, Schauer, Shea, Sigurdsson, Simpson, Smith, Straughan, Sueta, Tauchen, Toews, Tresolini, Tulloch, Vandermeer, Vick, Watson, Weiss, Willis.

Excused absences (18): Bane, Barbour, Carter, Crawford-Brown, D'Cruz, Holditch-Davis, Janda, Kagarise, Kjervik, Lohr, Malizia, Meyer, Molina, Reisner, Strauss, Wallace, Wilson, Yopp.
Unexcused absences (4): Kelley, McQueen, Miller, Sams.

Chancellor's Remarks and Question Time

Chancellor James Moeser commented on the university's response to the imminent threat of war with Iraq. He said that he expected voices to be raised in strong opposition as well as in support of the pending military action, and that he had been thinking about how this is affecting the lives of those on our campus and community. He knew of at least two undergraduates who were part of a special Marine Corps training program and have been called up for active duty. Others in the reserves fact the prospect of activation. We have specific policies for tuition refunds, academic eligibility, and job leave that have been communicated widely across campus in recent weeks. As the debate intensifies, he said, we at Carolina remain prepared to defend academic freedom if it comes under attack either from the right or the left. As an institution we must maintain essential objectivity and neutrality in both national and international partisan issues, and a place where discussion and disagreement about important and controversial issues can occur in an atmosphere of stability and mutual respect, he said.

Chancellor Moeser said that he continues to be concerned about the well-being of foreign nationals in our university community. We have 1,254 foreign students on campus, and another 1,000 researchers and scholars here on visas. Just this week our international center has official become part of a new federal student exchange and visitor system under the Immigration and Naturalization Service (INS). The system has been put in place to monitor and track international students and scholars as a result of Congressional legislation enacted after the attack on the World Trade Center. Our international center as been working diligently to inform students and scholars about the requirements of the new system as well as working to safeguard their personal information and their ability to study and work freely in Chapel Hill. The information that we are sharing with INS is that same data that we have been reporting in the past. The principal change is that it is now being assembled in a database and transmitted electronically. The chancellor said that the university will comply with the law in this regard, but we plan to continue to do all that we possibly can to protect the privacy rights of our students and scholars consistently with legal requirements. We have also moved to enhance campus resources such as the international center and our counseling and psychological services.

Prof. Bobbi Owen (Dramatic Art) said that she has been teaching this semester in a building that is being renovated. While the contractor has been trying to do heavy construction during hours when classes are not being held, in the past week she encountered two occasions when the noise made teaching very difficult. She asked whether anything could be done to accommodate both construction needs and educational needs. Chancellor Moeser said that he would see what he could do.

Remarks by the Provost

Provost Robert Shelton asked for questions and comments on the academic plan. He said that it was important to remember that the plan will serve as a template for budget allocations over the next few years.

Prof. Kerry Kilpatrick (Health Policy & Administration) said that his analysis of the university's overall financial resources indicates that roughly one-third comes from State appropriations, one-third from contracts and grants, and one-third from clinical receipts. He did a word count of the academic plan and found that only 5% of the document addresses research and that patient care is not addressed at all. He said that if the document is to be used as a planning guide, it should address the whole academic enterprise in a more balanced way.

Prof. Steven Bachenheimer (Microbiology) said that the document tries to address future resource allocation but acknowledges that growth in resources is likely to be near zero. He said that the document does not acknowledge that future resource allocation is likely to negatively affect some existing programs. He hoped that the provost would bring the plan back to the faculty from time to time. Provost Shelton replied that he thinks there will be some capacity for increased funding coming from extra-mural sources and private giving. State appropriations are much more problematic, he said.

Prof. William Smith (Mathematics), speaking to the document's identification of various metrics to assess progress toward realization of the goals it sets, said that the university needs to be looking not only at measures of progress toward stated goals, but measures that may reveal areas in which there may be decline. Any set of metrics should be continually reviewed, he said.

Chair of the Faculty's Remarks

Prof. Sue Estroff said that she would be remiss if she did not mark the palpable despair, apprehension, and chagrin on campus about our nation's hostile intention in the Middle East. She said that it is more and more apparent day by day that the free and respectful exchange of information and knowledge which we hold so dear is need of our protection and nurture.

Prof. Estroff introduced Paymon Rouhanifard, President of the Senior Class. Mr. Rouhanifard said that the Senior Class has chosen as its gift to the university the Class of 2003 Library Endowment. The endowment will be officially unrestricted, but it is the Class's hope that it would be used to renew the library's resources, whether that might be re-binding books or upgrading the media resources room or similar uses. Because of the nature of the gift, and its importance to the faculty, the Senior Class is inviting the faculty to participate in contributing to the endowment. The suggested amount is some variation on the year 2003, such as \$20.30, or \$200.30, or even \$2003.00.

Annual Reports

Executive Committee of the Faculty Council. Prof. Estroff presented the annual report of the Executive Committee of the Faculty Council by title. There were no questions or comments.

Advisory Committee. Prof. Fred Books, Chair of the Advisory Committee, presented the committee's annual report by title and offered to respond to questions. There were none.

Undergraduate Admissions. Prof. Karen Gil, Assoc. Dean for Undergraduate Education and chair of the committee, presented the committee's annual report. She highlighted the following activities since the last report:

- Review of the decision model used in undergraduate admissions;
- A recommended increase in the number of slots for out-of-state athletes in Olympic sports and a commensurate reduction in the number of at-risk cases allowed;
- Approval of over-awarding of slots for Music and Drama; and
- Review of the early admission program, which was eventually dropped.

Prof. Bachenheimer noted that the academic plan calls for an effort to increase the number of out-of-state students. He wondered how this meshes with efforts to keep a cap on enrollment. Mr. Jerry Lucido, Director of Undergraduate Admissions, said that we are required by a regulation of the Board of Governors to limit out-of-state undergraduate admissions to 18% of the total. He said it is unlikely that we would ask for an increase in out-of-state admissions at the expense of in-state students. At the same time, some enrollment growth is anticipated.

Prof. Richard Pfaff (History) expressed concern at the extent to which academic program requirements are waived for athletes as compared to the student body at large. The committee's report indicates an index of 1.7 in this measure for athletes as compared to an index of 5.3 for all students. He suggested that there might be an effect on

the part of high school counselors to advise student athletes to take courses that offer the least challenge. Prof. Peter Cocianis (History), a member of the committee, said that the numbers reflect the overall applicant pool.

Scholarships, Awards, and Student Aid. Prof. Charles Daye (Law) presented the committee's annual report and commented on several aspects of the written report.

Resolutions Amending the Faculty Code of University Government

A resolution entitled "To Establish a Committee on Appointments, Promotions, and Tenure," having been considered, amended, and approved on first reading on Jan. 17, 2003, was placed before the General Faculty for approval on second reading.

Prof. Paul Farel (Cell & Molecular Physiology), co-chair of the Task Force on Appointments, Promotions, and Tenure, moved to amend the resolution by transferring from the Advisory Committee to the Committee on Appointments, Promotions, and Tenure responsibility for "review of school and departmental statements of criteria for appointment, promotion, and tenure." The motion was seconded by Prof. Fred Brooks, chair of the Advisory Committee. Prof. Farel said that over the past two weeks consultations had been on-going among the Chair of the Faculty, the Advisory Committee, members of the Task Force, and the Office of the Provost as to the best locale for review of departmental promotion and tenure criteria statements. A consensus has developed that the new APT Committee is the appropriate venue for that function.

The amendment was adopted.

Prof. Estroff moved to amend the resolution to delete the proposed apportionment of four members to the College of Arts and Sciences, four members to the School of Medicine, and four members to all other professional schools and to substitute language apportioning six members to the Division of Academic Affairs and six members to the Division of Health Affairs. She said that she was offering the amendment on behalf of the Executive Committee of the Faculty Council to address concerns that the proposed apportionment does not offer adequate representation to the smaller professional schools. Prof. Barbara Foley (Nursing) seconded Prof. Estroff's motion.

Exec. Assoc. Provost Bernadette Gray-Little observed that because of the size of the College of Arts and Sciences in comparison with the professional schools in the Division of Academic Affairs, the actual effect of Prof. Estroff's amendment could actually be contrary to its intended effect.

Prof. Joseph Ferrell, secretary of the faculty, reported that the College of Arts and Sciences has 865 members of the voting faculty while the professional schools in the Division of Academic Affairs total fewer than 300.

Prof. Praff observed that to offer the electorate the range of choice among candidates that enabled all faculty members in Academic Affairs to vote for someone from their own unit would require identification and recruitment of a very large number of candidates. He was not sure which method would provide the better outcome at the nomination stage.

Prof. Estroff said that the fewer the constraints, the easier it should be easier to find candidates.

Prof. Dennis Orthner (Social Work) opposed the amendment. He felt that it is important to have members on the committee from the professional schools.

Prof. Barbara Moran (Information & Library Science) also opposed the amendment. If the amendment were to be adopted, she asked how easy it would be to change it in the future if all of the Academic Affairs members were to come from the College.

Prof. Bachenheimer said that the key seems to be putting together a slate of candidates that is distributed among the various schools. He added that it might be possible for the APT committee to associate ad hoc consultants when reviewing particular cases if the committee felt it lacked the necessary expertise. Prof. Ferrell observed that the Advisory Committee had not done so, but that the Code would not prohibit it.

Prof. Thomas Shea (Medicine) said that he thought the original plan actually guarantees more diversity than the amendment. He thought it quite possible that all six seats allotted to Health Affairs could go to the School of Medicine.

Prof. Barbara Foley (Nursing) said that she supported the amendment.

Discussion having concluded, the amendment was defeated on a voice vote.

There being no further discussion, the resolution, as amended, was adopted on second reading by a voice vote and will be enrolled as Resolution 2003-3.

Resolution Concerning Gender Equity in Faculty Salaries

A resolution entitled "Concerning Gender Equity in Faculty Salaries," having been introduced, discussed, and postponed at the Jan. 17, 2003, Council meeting, was placed before the Council for further consideration.

Prof. Ferrell reported that the Committee on the Status of Women had revised the resolution in light of the Jan. 17 discussion. Prof. Margaret Leigh (Pediatrics) moved adoption of the committee substitute, seconded by Prof. Moran. The motion to substitute was adopted and the substitute resolution replaced the original resolution as the motion on the floor. In response to a procedural question, Prof. Ferrell pointed out that the resolution required adoption on only one reading.

Prof. Ed Halloran (Nursing) spoke in favor of the resolution. He said he would encourage the committee that is to be appointed if the resolution is adopted to be as thoughtful and deliberative as the committee which gave rise to the gender equity study in the first place. He hoped the new committee would address high salaries as well as low salaries. He said he has done a study which indicates that departments with the highest average salaries tend to be predominately male, while departments with the lowest average salaries tend to be largely female. He suggested that this is a systemic problem. Prof. Estroff said that she intended to charge the Faculty Welfare Committee to look into this specific issue, but that she thought that it is a separate matter from the issue of gender equity.

Prof. Kerry Kilpatrick (Health Policy & Administration), referring to Section 4 of the resolution, said that he found the level of detail of data to be reported to be too prescriptive. He moved to amend the resolution on page 2, line 4, by striking out "at least" and substituting "for example."

Prof. Pisano opposed the amendment. She said that this was considered to be the most important part of the resolution by the women who were consulted in its drafting.

Prof. Noelle Granger (Cell Biology & Anatomy) said in her personal experience the lack of the specified information has been a problem for two decades. She said she has been on several committees who have wanted to have this kind of information and have been unable to obtain it.

Prof. Estroff said that the reason the resolution goes into such detail is that not specifying this level of detail in the past has been ineffective. The resolution sets out a checklist of data that should be consistently available.

Prof. Pisano added that the list of information requested is exactly what is now specified by the Association of American Medical Colleges. She hoped the amendment would be defeated.

Prof. William Smith (Mathematics) said that although he had seconded the motion to amend, he would speak against it. He thought that the specified information should be routinely available to the provost.

The amendment was defeated on a voice vote.

Prof. Pfaff moved to amend the resolution on page 2 by striking out all of lines 25 and 26 [Sec. 4(8)]. He said that requiring reports of the percentage of faculty time spent in teaching, research, committee work, clinical work, and other activities brings back unpleasant memories of an attempt by the legislature several years ago to require the faculty to give detailed accounts of our time, the apparent assumption being that we do not work hard enough.

Prof. Peter Rock (Anesthesiology) said that the information is now being collected in the School of Medicine at least twice each year. He did not think the resolution imposes any new requirements in this regard.

Prof. Pfaff replied that the resolution applies in Academic Affairs units as well where this type of reporting is not customary.

Prof. Moran said that, speaking as a former dean, the information would be difficult to assemble. She asked whether the faculty would be expected to self-report.

Prof. Pisano said that she realized that the information could be put to more than one use, but eliminating this requirement does strike at the heart of the resolution because it is trying to get at how women are valued on this campus for what they do. It has been her experience that in some units women are disproportionately assigned more teaching and more committee work and that these activities are undervalued in comparison to other types of work. The only way to shed light on this issue is to look at how these women are spending their time compared to their male colleagues, she said.

The amendment was defeated on a voice vote.

Prof. Charles Poole (Epidemiology) said he would like to vote for the resolution, but that he had three questions: (1) by voting for the resolution, would one be saying that gender is the only reason for unfair compensation; (2) would the resolution prevent or discourage a department from paying premium salaries to women because they are more in demand due to small numbers of women in that field; and (3) although the title of the resolution refers to salary, it seems that a number of items on the list of things to be reported have little to do with salary, such as the composition of search committees.

Prof. Pisano replied that gender is not the only factor influencing salary, that there is no reason to think that higher salaries could not be offered to "superstars" because of this resolution, and that the issue underlying the question of such things as composition of search committees is to have a means of evaluating the climate for women on this campus.

Prof. Mary Ann Salmon (Social Work) said that in the light of the discussion on Prof. Pfaff's amendment, she would move to amend the resolution on page 2, line 8 by inserting the word "approximate" at the beginning of sec. 4(8).

The amendment was adopted on voice vote.

Prof. Camilla Tulloch (Dentistry), referring to page 1, line 13, asked if it is the intent that all members of a school or departmental review committee must be elected. She thought that there should be flexibility to include appropriate administrators on the committee, and that it should not be an absolute requirement that all members be elected.

Prof. Pisano said that the resolution is worded in this way because some units now have appointed committees whose membership is now known to the faculty. The purpose is to make the process open.

Prof. Tulloch chose not to offer a formal amendment.

The discussion having concluded, the substitute resolution, as amended, was adopted and will be enrolled as Resolution 2003-4.

Report of the Task Force on Appointment, Promotion, and Tenure

Prof. Ferrell, on behalf of the Executive Committee on of the Faculty Council, placed before the Council a resolution entitled "Responding to the Recommendations of the Task Force on Appointments, Promotions, and Tenure." He explained that he had drafted the resolution as a means of enabling the Council to endorse or reject each specific recommendation of the Task Force.

Prof. Ferrell proposed that the Council discuss and act on Sections 1.1 through 1.5 of the resolution individually; that Sections 11.1 through 11.12 be discussed and acted on as a whole; and that Sections 111.1 through 111.3 be discussed and acted on individually. Prof. Brooks asked that Section 11.2 be considered separately. With the modification proposed by Prof. Brooks, the Council accepted Prof. Ferrell's suggested procedure.

Sec. 1.1 was placed before the Council for action. Prof. Gray-Little asked for comment on the relationship, if any, between the proposal for a system of paid parental leave and provisions stopping the tenure clock for recent family needs.

Prof. Farel said that the proposal for parental leave is in addition to provisions for stopping the tenure clock.

Such leave would be available to tenured faculty as well.

Prof. Pisano asked if the proposal is for parental leave in addition to what is already available. Prof. Farel said that was the intent of the Task Force. Prof. Ferrell replied that the resolution does not reach that level of detail.

Prof. Shea asked what duration of leave is had in mind. Prof. Ferrell said the resolution leaves that detail to be worked out.

Prof. Pfaff said that he is concerned at the potential impact on small departments of an expanded system of parental leave. The metrics outlined in the academic plan suggests that a unit's productivity will be measured and may have an important impact on future resource allocations. The smaller the unit, the greater the impact of one or two leaves.

Prof. Farel said the Task Force had in mind a leave of one semester.

Prof. Smith said that he thought the resolution appropriately worded and that we should adopt this provision and put our problem-solvers to work on getting support for it and fine-tuning the detail.

Prof. Harry Watson (History) asked about the prospects of getting funding. Provost Shelton said that the prospects of getting State support are low, and that we would need to add this request to our list of priorities and identify what to drop in order to accomplish such a program.

In response to a question of whether an assistant professor taking parental leave would still be on the tenure clock, Prof. Estroff said that it is her understanding that this would be personal leave, not professional leave, and that therefore the tenure clock would be stopped.

Prof. Adaora Adimora (Medicine) asked whether the faculty member would have a choice as to whether the tenure clock would be stopped.

Prof. Ferrell said that under the current tenure regulations, a faculty member must specifically request that the tenure clock be stopped for reasons of this nature. The resolution as currently drafted does not change that with respect to parental leave.

Prof. Shea asked whether paid leave would be at the same salary level. Prof. Ferrell said that this detail is not addressed by the resolution.

Prof. Pfaff said that he was still troubled by the wording that calls on the university to "seek appropriate funding" for a parental leave system. He thought that such leave must be an entitlement or else should not be offered at all. Otherwise, one might be told that the department had already used up its pregnancy quota for the year!

The discussion having concluded, Section 1.1 was adopted on voice vote.

Sections 1.2. and 1.3 were placed before the Council for discussion.

Prof. Pisano asked for clarification as to the intent of Sec. 1.3. Prof. Farel said that the Task Force wanted to emphasize that a faculty member who has requested and received "stop the tenure clock" time should not be expected to accomplish more over a seven-year period that includes "stop the clock" time than he or she would have been expected to accomplish over a five-year period that did not include "stock the clock" time.

Sections 1.2 and 1.3 were adopted on voice vote.

Section 1.4 was placed before the Council for action.

In response to a question as to procedure should Sec. 1.4 be approved, Prof. Ferrell explained that implementation of this proposal would require a change in the *Trustee Policies and Procedures Governing Academic Tenure*. The resolution, if adopted, would call on the Committee on University Government to draft a specific proposal for consideration by the Council. If approved by the Council, the proposal would be transmitted to the chancellor with the request that he recommend it to the Board of Trustees for action. The chancellor would have discretion to take that action or not, as he might think best. If the Trustees were to approve such an amendment, it would then be transmitted to the Office of the President for final approval.

Prof. Shea asked whether under the current tenure regulations, a department chair has discretion to extend the probationary period for up to two years in appropriate circumstances. Prof. Ferrell replied that only a one-year extension is now allowed. Prof. Leigh observed that the proposal would appear to give the dean discretion to extend for any length of time up to two years. Prof. Shea said he did not see why an extension of more than two years shouldn't be possible in truly extraordinary circumstances. He did not favor the proposal because it is too restrictive.

Prof. Farel said that it was his understanding that whether to extend the term in appropriate circumstances is not within the chair's or dean's discretion, but that the decision is made by the provost, and that he is also under the impression that such requests are seldom, if ever, denied. He said that few requests are made, however, and that most faculty members are not aware that the option is available. He said the issue here is whether there should be a possibility of extension for up to two years. The general feeling among both administrators and faculty members is that the process toward permanent tenure should be as rapid as possible and should not be slowed down. For that reason, he felt that anyone who asked for an extension would be doing so for truly compelling reasons. He thought that the possibility of abuse is minimal, and that he would regret having regulations that are more restrictive than necessary for fear of potential abuse.

Prof. Shea replied that one could argue just as persuasively that we don't need the change because a one-year extension seems to have been adequate for the great majority of the faculty.

In response to a question of what instigated the proposal, Prof. Farel said that the subcommittee chaired by Prof. Barbara Harris had engaged in extensive conversations on this issue, particularly with women faculty, and had conducted an online poll on the issue.

Discussion having concluded, Sec. 1.4 was adopted.

Section 1.5 was placed before the Council for action.

Prof. Brooks, speaking on behalf of the Advisory Committee, reported that the Advisory Committee unanimously recommends rejection of this proposal. Borderline cases are always difficult, he said, and those are the kinds of cases that would most often be the ones for which this proposal would be invoked. He said that most of us who have been involved in the tenure process find it very hard to deny tenure to a colleague with whom we have worked for five years, much less six years. The Advisory Committee believes that this proposal would often prove too tempting to the disadvantage of the appointing unit. Moreover, after the additional year, when a final decision has to be made, the prospect of near-term dismissal would likely create intense emotional pressure that would compromise the integrity and objectivity of the department's decision process. A final reason for rejecting the proposal is that there is already in place a mechanism that serves the same purpose. The Advisory Committee reminds the Council, he said, that an appointing unit always has the option of giving notice not to reappoint 18 months before the expiration of the term, only to reverse that decision at a later time and decide to reappoint if there has been sufficient improvement in performance.

Prof. Watson asked if the proposal was intended to apply only to faculty members who have taken parental leave. Prof. Ferrell said that it has no relationship to that circumstance.

Prof. Smith said that he strongly opposed the proposal. It is in direct contradiction of long-standing policies endorsed by the AAUP. The reason for the AAUP's insistence on one-year notice of not to reappoint is to give the faculty member adequate opportunity to secure an appointment at another institution. Prof. Smith said that we should bear in mind that a decision that a colleague has not demonstrated credentials for permanent tenure at Carolina does not mean that that individual would not make a fine faculty member at some other institution. He feared that allowing an at-risk faculty member to waive the one-year notice requirement would become the norm rather than the exception and would be pursued by some departments in many marginal cases.

Prof. Laurel Files (Health Policy and Administration) said that the debate appears to be focusing on the amount of notice that the faculty members gets rather than a mutually agreed-upon delay. She thought there might well be some exceptional cases where this option could be useful.

Prof. Farel said that while Prof. Brooks and Prof. Smith have raised good points, those objections were discussed by the Task Force and not found persuasive. He said that the impetus for the proposal comes primarily from disciplines in which publication of one or more books is an indispensable criterion for permanent tenure. With the loss of more and more small presses and with longer and longer delays between manuscript acceptance and actual publication, there is the perception that faculty members in disciplines with that expectation are increasingly at risk.

Prof. Estroff said that she has a rather different perspective on this and other proposals that are focusing on stresses on faculty members during years leading up to the tenure decision. She had hoped that the Task Force would bring forward proposals for the possibility of permanent tenure in part-time positions. Whatever the outcome of the proposals now under discussion, she hoped that this possibility would be under consideration in the future.

Prof. Stephen Weiss (Computer Science) said that he thought that he, as a department chair, already had means to address the concerns that the proposal is trying to address and that the possibility of a faculty member being informed of a negative decision with a month or less of the end of their contract is not acceptable.

Prof. Pfaff asked that if a department chair were to reject a request to waive the one-year notice, would the faculty member have a right to appeal to the Hearings Committee. Prof. Ferrell said that he did not think the Hearings Committee would have jurisdiction, but that the case would be within the jurisdiction of the Grievance Committee.

Prof. Watson said that the free contractual arrangement being contemplated causes him concern. It reminded him of those who argue against the minimum wage by saying that everyone should be able to contract for whatever pay they can command. It seemed to him that if one had the opportunity to forego 12-months notice of non-renewal, there could be sudden pressure on an assistant professor to waive the notice and then produce an unusually large volume of research in order to please those in the department who have high expectations. He felt that assistant professors should be protected from such pressures.

Prof. Pisano said she would like for the Task Force to come back to the Council next year with a proposal for part-time tenure.

Prof. Farel said that he would decline the invitation on behalf of this Task Force, but that he heartily endorsed the proposal that this charge should be given to some other group.

The discussion having concluded, Section 1.4 was defeated.

Adjournment

Prof. Estroff asked whether the Council wishes to continue work on the resolution until 5:45 pm. There being no enthusiasm for that proposal, the Council adjourned at 5:20 pm.

Joseph S. Ferrell
Secretary of the Faculty

Resolutions Adopted February 7, 2003



The University of North Carolina at Chapel Hill

Resolution 2003-3. Amending the Faculty Code of University Government to Establish a Committee on Appointments, Promotions, and Tenure.

The General Faculty resolves:

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

"§4-5.1. Committee on Appointments, Promotions, and Tenure. (a) The Committee on Appointments, Promotions, and Tenure is composed of twelve members of the faculty holding permanent tenure at the rank of professor. Four members shall hold primary appointments within the College of Arts and Sciences; four shall hold primary appointments in the School of Medicine, and four shall hold primary appointments within professional schools other than the School of Medicine. Members shall be elected by the voting faculty at large for three-year terms. Terms shall be staggered so that terms from each constituency expire each year. Members of the Advisory Committee, the Executive Committee of the Faculty Council, the Faculty Hearings Committee, and the Faculty Grievance Committee are not eligible to serve on the committee. The committee shall hold regular meetings once each month throughout the calendar year. It shall choose its own chair.

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

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

Sec. 2. Section 4-5 of the *Faculty Code of University Government* is rewritten to read:

"§ 4-5. Advisory Committee. (a) The Advisory Committee shall consist of nine elected members, the chair of the faculty, the secretary of the faculty, and the chair of the Committee on Appointments, Promotions, and Tenure.

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

- (1) proposed amendments to the trustee policies and procedures governing academic tenure;
- (2) review of school and departmental statements of criteria for appointment, promotion, and tenure.
- (3) academic program planning and assessment;
- (4) appointment of vice chancellors, deans, and other senior administrators; and
- (5) recommendations for corrective action
 - (i) pursuant to a report of the Faculty Hearings Committee with respect to a decision not to reappoint a probationary-term faculty member, or
 - (ii) pursuant to a report of the Faculty Grievance Committee with respect to a decision not to promote to a higher rank a person holding permanent tenure at the rank of associate professor or assistant professor."

No faculty member shall serve simultaneously as an elected member of the Advisory Committee and the Executive Committee of the Faculty Council, the Committee on Appointments, Promotions, and Tenure, the Faculty Hearings Committee, or the Faculty Grievance Committee.

(c) It shall elect a chair for a term of one year. The secretary of the faculty shall serve as secretary of the committee.

(d) It shall hold regular meetings once each month, at such time and place as may be fixed by the committee and the chancellor. The presiding officer shall be the chancellor, or, in his or her absence, the chair of the Advisory

Committee. Special meetings may be called by the chancellor or the chair of the Advisory Committee. Notice of a special meeting called by the chair shall be given to the chancellor. Whoever calls the special meeting shall preside."

Sec. 3. Nominations and elections for the initial Committee on Appointments, Promotions, and Tenure shall be conducted at the regular faculty elections in the Spring semester 2003. To implement a system of staggered terms, the secretary of the faculty shall assign one-year, two-year, or three-years terms to those elected in 2003 in the order of the number of votes received.

Sec. 4. Except as otherwise provided herein, this Resolution is effective July 1, 2003.

Resolution 2003-4. Concerning Gender Equity in Faculty Compensation.

The Faculty Council resolves:

Section 1. The Provost is requested to establish an ad hoc faculty advisory panel to assist in reviewing and evaluating departmental reports with respect to faculty salaries that are not predicted by the multiple regression model developed as part of the recent salary equity study conducted by the Office of Institutional Research and to assist in developing appropriate means of monitoring faculty salaries to the end that gender bias is avoided. The panel should include faculty members with appropriate expertise and experience. Those faculty whose salaries are under review by this committee will be so informed.

Section 2. The College of Arts and Sciences, each professional school, and each center or institute that initiates tenure-track or fixed-term faculty appointments shall ensure that gender equity reports submitted by the dean or director to the provost are reviewed by an elected faculty committee which appropriately reflects the demographic makeup of the unit's faculty. The committee shall make recommendations for correction of any salary inequities disclosed in the dean's report and shall report annually to the unit's faculty.

Section 3. The provost is requested to ensure that all publicly available faculty salary information includes all compensation received from the University during the previous year, including distinguished professor stipends, administrative stipends, bonuses, supplements, and any other items in addition to base salary.

Section 4. The provost is requested to require that the annual reports of deans, chairs or directors of all units that make tenure-track or fixed-term faculty appointments include specific data on the unit's efforts to achieve gender equity. Specifically, annual reports should include at least the following information:

- 1) Salaries, supplements and bonuses of men and women by rank and length of time at rank.
- 2) Percentage of male and female faculty who are tenure-track versus fixed term appointments.
- 3) Percentage of newly hired faculty who are men and women. Percentage of applicants for the position who are men and women. Percentage of those interviewed who are men and women. Percentage of those offered second interviews who are men and women. Composition of all search committees.
- 4) Percentage of men and women faculty who stay in the department through their first tenure review. Percentage of men and women who reach tenure review and who are awarded tenure. Percentage of men and women faculty who are promoted to Professor.
- 5) Percentage of men and women faculty who have been nominated and awarded distinguished professorships, endowed chairs and university and national prizes.
- 6) Description of non-salary compensation in start-up packages, including summary of efforts to obtain employment for their domestic partners, for all new faculty members.
- 7) Description of non-salary compensation provided to all male and female faculty members, including space (square footage provided per dollar of overhead receipts, where appropriate), secretarial support, and discretionary funding, etc.
- 8) Approximate percentage of time spent by men and women faculty, subdivided by rank, doing research, teaching, committee work, clinical work, and other responsibilities.
- 9) Description of retention strategies employed for all faculty who have left UNC in the last year.

The provost is further requested to set benchmarks for success in gender equity over defined periods of time for each administrative unit, based on its unique circumstances.