

April 13, 2012

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Meeting of the Faculty Council and General Faculty

Friday, April 13, 2012

3:00 p.m.

Hitchcock Multipurpose Room

Sonja Haynes Stone Center for Black Culture and History

Chancellor Holden Thorp and Professor Jan Boxill, Chair of the Faculty, presiding

Agenda

Seating arrangement

3:00 Chancellor's Remarks and Question Period

- Chancellor Holden Thorp

3:10 Provost's Remarks and Question Period

- Provost Bruce Carney
- Presentation: **Salary Equity Status**

3:25 **In Remembrance of Deceased Faculty**

- Prof. Joseph Ferrell, Secretary of the Faculty

3:30 Chair of the Faculty's Remarks and Resolution

- Prof. Jan Boxill
- **Resolution 2012-5**. On a Proposed Amendment to the North Carolina Constitution Concerning Marriage.

3:40 **Educational Policy Committee Annual Report**

- Prof. Andrea Biddle, Chair

3:50 **Committee on Fixed-Term Faculty Annual Report**

- Prof. Susan Irons, Chair
- Presentation: **Annual Report Powerpoint**

4:00 Committee on University Government Resolutions

- Prof. Vin Steponaitis, Chair
- SECOND READING: **Resolution 2012-2**. On Amending the Faculty Code of University Government to Update the Charge of the Administrative Board of the Library.
- SECOND READING: **Resolution 2012-3**. On Amending the Faculty Code of University Government to Provide for the Removal of Committee Members Who Are Repeatedly Absent Without Cause.

4:05 Update on Turnitin.com Pilot

- Prof. Eric Muller, Executive Director, Center for Faculty Excellence, and Dr. Sohini Sengupta, Research Coordinator, Center for Faculty Excellence
- Presentation: **Turnitin Pilot Study Status**

4:15 **Proposal to Remove Sexual Misconduct, Harassment and Intimidation, and Discrimination Cases from the Jurisdiction of the Honor System Effective August 1, 2012**

- Melinda Manning, Assistant Dean of Students

4:25 Invited Guests

- Taffye Clayton, Vice Provost for Diversity & Multicultural Affairs (5 mins)
- Jackie Overton, Employee Forum Chair (5 mins)
- Annice Fisher, Assistant Director, Academic Collaboration & Assessment (5 mins)
 - Handout: **DHRE Academic Initiatives**

4:40 Open Discussion and Feedback

4:45 Adjourn

Minutes

Journal of Proceedings of the General Faculty and Faculty Council

April 13, 2012

The Faculty Council of the University of North Carolina at Chapel Hill convened April 13, 2012, at 3:00 p.m. in the Hitchcock Multipurpose Room of the Sonja Haynes Stone Center for Black Culture and History. The following 54 members attended: Bachenheimer, Bagnell, Balaban, Boxill, Brice, Cavin, Chambers, Champagne, Chapman, Chenault, Cohen, Copenhaver, DeSaix, Eaker-Rich, Earp, Engel, Fuchs Lokensgar, Gilland, Giovanello, Grinias, Hackman, Hayslett, Heenan, Hill, Hodges, Irons, Ives, Jones, Lastra, Lee, Leonard, Linden, Lund, McMillan, Milano, T. Miller, V. Miller, Moracco, Morse, Nelson, O'Shaughnessey, Palmer, Parreiras, Persky, Reiter, Renner, Rodgers, Schoenbach, Steponaitis, Stewart, Swogger, Thorp, Tisdale, Toews. The following 29 members were granted excused absences: Anderson, Boulton, Bulik, Chen, Friga, Gallippi, Gerhardt, Gilliland, Grabowski, Greene, Gullede, Guskiewicz, Hess, Howes, Janken, Kim, Koomen, Kramer, Lothspeich, Maffly-Kipp, Mayer, New, Olcott, Parise, Paul, Spagnoli, Szypszak, Thrailkill, and You.

Call to Order

Chair of the Faculty Jan Boxill called the Council to order at 3:00 p.m.

Chancellor's Remarks and Question Period

Chancellor Holden Thorp urged the faculty to attend the May 13th commencement where Michael Bloomberg, Mayor of New York City, will be the speaker. He said that the *Journal of Philanthropy* has recently identified Mayor Bloomberg as the most generous donor in the history of higher education and Carolina is privileged to have him as commencement speaker.

The chancellor said he is pleased with the way Carolina and the Orange County Board of Elections were able to

The chancellor said he is pleased with the way Carolina and the Orange County Board of Elections were able to cooperate in making arrangements for an early voting site on campus. Early voting will begin on April 23rd at Rams Head Dining Hall. Complimentary parking for voters will be provided at the Rams Head Parking Deck.

The chancellor commented on a proposal for reorganizing the governance structures of the UNC Health Care System that was discussed in a legislative study committee last week. He said the university is not supportive of the proposal because it would disrupt the healthy relationship Carolina now enjoys with UNC Health Care and injure the close connection between UNC Health Care and our School of Medicine. He said that support for the proposal is concentrated in the House of Representatives, whereas support seems weaker in the Senate.

Chancellor Thorp said that some members of the Board of Governors have expressed dissatisfaction with the practice of setting aside a portion of the funds resulting from tuition increases for need-based student aid. He said that he is committed to continuing that policy and that President Ross is helping board members to understand that need-based aid is essential to preserving the quality and caliber of our student body. The chancellor said he would fight hard in the coming months to ensure that need-based aid is not threatened. He was confident that as the Board of Governors becomes more informed on the issue, they will realize the importance of that as well.

The Chancellor thanked the faculty for their work this year and congratulated Jan Boxill for completing her first year as Chair of the Faculty.

Prof. Steve Bachenheimer (Psychology) commented that over the past year Carolina has been at the center of a national discussion about athletics. He asked if there is still a disconnect between expectations for big time athletics and the views of faculty who want to see all students fully engaged in academic work. He wondered whether we can achieve a better balance between athletics and academics.

The Chancellor agreed that a national discussion of how to achieve a better balance is ongoing. He said that he is concerned that many people who generalize about student athletes' academic experiences are unaware of the fact that many of them are doing very well in that regard. He said that whether there can be meaningful change in intercollegiate athletics is going to be an endurance test because change requires the support of a majority of the 350 schools in NCAA Division I, many of whom like things the way they are. He reemphasized that Carolina cannot unilaterally withdraw from big time sports so we must learn how to do it very well and get colleagues around the country to support improvements to the NCAA rules and other positive changes. He pointed out that we are not the only institution with these concerns.

Provost's Remarks and Question Period

Provost Bruce Carney underscored the Chancellor's comments about the importance of need-based student aid. He emphasized that incoming students receiving aid are indistinguishable from those not receiving aid with respect to academic qualifications and potential for success. Thus, need-based aid is essential to maintaining the quality of our student body.

The Provost presented a summary of the preliminary results of the work undertaken by the 2010 Salary Equity Task Force which was charged with exploring salary and promotion equity among all tenured faculty in the University. The Task Force issued a draft report in March 2012. Theirs was a challenging task due to the reliance on paper records in the earlier years being studied and inconsistent record keeping, in particular with respect to tenure clock pauses.

The study made comparisons between genders and ethnic groups in terms of salaries and promotion

The study made comparisons between genders and ethnic groups in terms of salaries and promotion timelines. Other factors in the analysis included highest degree held, years at Carolina, years at other institutions, whether fixed-term or tenure track, rank, years in rank, and administrative positions.

The analysis indicated that the primary variables leading to higher pay were: discipline, rank, major administrative role, distinguished professorship, other administrative role, and tenure track.

The Provost pointed out that several factors should be noted when considering the data in the draft report. The data were very difficult to collect because the source documents consisted mainly of paper files stored in ways that made them difficult to access. Obtaining information about positions held at other institutions prior to employment at Carolina was especially difficult. Also, the Task Force had very limited information regarding the reasons for resignations, which would have been valuable. Ultimately the task force recommended development of a "compensation transcript" for faculty members to achieve better record keeping.

The preliminary findings of the report show that for 568 assistant professors first appointed between January 1, 1994 and September 1, 2003, the average time to promotion in Academic Affairs was 5.1 years for men and 5.6 years for women (after allowing for tenure clock stoppages). In Health Affairs, the results were 6.1 years for men and 5.9 years for women. For white, Asian, and African-American faculty, the promotion timescales were 5.3, 5.3, and 5.9 years in Academic Affairs, and 6.1, 5.9, and 5.9 years in Health Affairs.

For 535 associate professors tenured between July 1, 1990 and July 1, 2000, in Academic Affairs 41% of women were promoted within 7 years, and 65% within 10 years, while 59% and 81% of men were promoted. In Health Affairs, 46% of women were promoted within 7 years, and 58% within 10 years, while the results for men were very similar (45% and 60%). There were too few minority faculty for a meaningful analysis.

Before the results of the study can be finalized and the recommendations considered, the Provost's Office is planning to share the high-level report with each academic dean and to ask for a department-by-department analysis for individual faculty deviating by more than 1.5σ from salary predicted by regression analysis. The deans will be asked to check for errors, and to provide explanations for the deviations where possible. The Provost's cabinet will review the data beginning in mid-summer after receiving the deans' responses.

Prof. Greg Copenhaver (Biology) asked if the standard errors were large enough to be statically significant. The Provost said that he considered, given the sample size, that the results were statistically significant.

Prof. Joseph Ferrell asked if the salary differences take into consideration discipline. The Provost responded that the coefficients take into account differences in disciplines.

Prof. Victor Schoenbach (Public Health) asked if African American women were included twice, once under "Women" and once under "African Americans." The Provost responded that they are counted in both categories.

Prof. Joseph Ferrell asked what the bottom-line differences in salaries were between clinical departments and nonclinical departments. The Provost said that those in clinical departments on average make more than nonclinical departments.

Prof. Greg Copenhaver (Biology) asked if the salaries were based on 9-month or 12-month salaries. The Provost said that there were corrections made to the data because the numbers were originally based on 12-month salaries, but the final numbers are based on 9-month salaries.

Remembrance of Deceased Colleagues

Prof. Joseph Ferrell read the names of faculty colleagues who have died in the past year. The Council stood in a moment of silent tribute.

Chair of the Faculty's Remarks and Resolution

Prof. Jan Boxill recounted many of the activities that she and the faculty were involved in over the past year. She said her tenure as Chair of the Faculty began with difficult times with athletics, the honor system, and budget issues. She said that despite these challenges we have moved forward on many measures.

One area she is excited about is the hiring of a new athletic director and a new football coach. Both have reached out to faculty to learn more about Carolina. She is glad that they understand the "Carolina Way" and are trying to bridge academics and athletics. She observed that UNC's public discussion about athletics has been reflected in national op-ed pieces. Prof. Boxill disputed the idea in "Football and Swahili," a recent op-ed piece written by Joe Nocera, that all athletes at UNC take Swahili for their language requirement because they have access to tutors who are exceptionally good at teaching Swahili. Prof. Boxill cited current statistics on student-athlete enrollment in language courses and found that very few athletes actually take Swahili.

Prof. Boxill reported that the Honor System Task Force has learned that a great deal of work has been going on to reform the Honor System through the Committee on Student Conduct and the Honor System staff. She reestablished the Faculty Honor System Advisory Committee to provide support for the Honor System. Several proposals are coming to fruition. One would establish a department liaison and faculty hearings board member from each unit and another would create an online training module for incoming students this fall. To demonstrate the partnership between faculty and students, Prof. Boxill and Student Attorney General Amanda Claire Grayson will speak at convocation together on the topic of honor. The task force has also been exploring the implementation of *Turnitin* plagiarism software through a pilot study conducted by the Center for Faculty Excellence.

Prof. Boxill commented on the launch of the campus-wide water theme on March 22nd and encouraged faculty to keep up with water-related events on Twitter @uncwater. Vice Provost Ron Strauss added that the Global Research Institute put out five offers to new visiting faculty fellows around the two-year theme, and announced that the 2012 University Day Speaker will be Prof. Jamie Bartram. He also noted that there will be an International Water Resources conference held at UNC in October.

Prof. Boxill recognized the 40th anniversary of Title IX of the Education Amendments of 1972 (also known as the Patsy T. Mink Equal Opportunity in Education Act). This landmark legislation provides that "no person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance." Prof. Boxill shared some statistics about women's representation in higher education. In 1972, 9 percent of medical degrees, 1 percent of dental degrees, 7 percent of law degrees, and fewer than 25 percent of doctorates went to women. Now women are much better represented, but she recognized the need to continue making strides in this area.

Prof. Boxill thanked the faculty for their support throughout the year.

Resolution 2012-5. On a Proposed Amendment to the North Carolina Constitution Concerning Marriage. [See Appendix A.]

Prof. Boxill presented the resolution, which reaffirms UNC's commitment to nondiscrimination.

Prof. Mimi Chapman (Social Work) asked if there is a way to specify that the amendment might do damage to the university.

Chancellor Thorp responded that, given the provisions of the State Personnel Act and the Board of Governor's policy on political activity, the wording of the resolution is appropriate.

The Resolution was adopted without dissent.

Educational Policy Committee Annual Report

Prof. Andrea Biddle (Public Health) highlighted three items in the committee's annual report.

Hierarchy of bachelor's degrees. Occasionally a student completes the requirements for two bachelor's degrees. Because Carolina does not award more than one bachelor's degree to the same person, a formal policy establishing a hierarchy of bachelor's degrees is needed. At the request of the Registrar, the committee has clarified and approved such a policy. The degree highest in the hierarchy is recorded on the student's transcript as the degree awarded. The second is noted as a second major.

Evaluation of priority registration. The Priority Registration Evaluation Committee is planning to report to Council in the fall.

Wait lists. When more students want to register for a course than there are seats available, those not admitted can ask to be placed on a waiting list. Now, waiting lists are closed out ten days before the first day of classes. The Educational Policy Committee has approved a change in the policy so that the lists are now maintained through the last day to add classes, i.e., the fifth day of the semester, subject to certain conditions. In response to a question, Prof. Biddle said that students on a wait list who need the course to fulfill degree requirements are given priority.

Committee on Fixed-Term Faculty Annual Report

Prof. Susan Irons (English and Comparative Literature) presented the annual report of the Committee on Fixed-Term Faculty. She outlined four goals that the committee met this year: tracking Senior Lecturer promotions, tracking the development of the Master Lecturer promotion process, encouraging fixed-term eligibility for Institute for the Arts and Humanities' Leadership Program, and supporting reconsideration of Master Lecturer title.

Prof. Irons elaborated some of the problems with the Master Lecturer title that the committee articulated during their deliberations. She said that the title carries connotations that could be associated with gender bias and historical oppression; that the title Master Lecturer does not clearly indicate a higher rank than Senior Lecturer; and the status of the rank would be unclear to other universities.

The committee outlined several criteria for a successful title. These are that the title chosen should (1) indicate a rank of distinguished accomplishment in teaching and service, (2) indicate that the rank is higher than Senior Lecturer; and (3) provide clear "coding" within the larger academic community. Prof. Irons said the Provost and the Dean of the College of Arts and Sciences will work with department chairs in the College to encourage and facilitate departmental discussions about what titles might be possible replacements. The committee is pleased that this will be a priority for the fall.

Prof. Anselmo Lastra (Computer Science) asked why Professor of the Practice is not used for the third tier. Provost Carney explained that the title is reserved an individual who demonstrates outstanding expertise in their field of endeavor but who does not possess the academic credentials or record of publication expected of

their field of endeavor but who does not possess the academic credentials or record of publication expected of tenure-track faculty. The title is sparingly used.

Committee on University Government Resolutions

Prof. Vin Steponaitis, Chair of the Committee on University Government, presented for second reading two amendments to the Faculty Code of University Government that had been explained and adopted on first reading at the March 16, 2012, meeting of the General Faculty. There were no amendments.

Resolution 2012-2 was adopted on second reading without dissent.

Resolution 2012-3 was adopted on second reading without dissent.

Update on Turnitin.com Pilot

Prof. Eric Muller, Executive Director, Center for Faculty Excellence, and Dr. Sohini Sengupta, Research Coordinator, Center for Faculty Excellence, presented the research design and overview of the Turnitin.com pilot.

The study design includes a baseline survey that was sent to instructors at the beginning of the spring 2012 semester. Instructors were recruited from across campus and represent both large and small class sizes, with different types of paper assignments. Instructors who completed the baseline survey were instructed on how to use *Turnitin* software, asked to provide their students' names and email addresses and asked to complete a log of all papers submitted to *Turnitin*. Students were sent an email notifying them that their instructors were participating in the pilot study and they were provided a survey link to opt out. If students opted out, instructors could not submit their papers through *Turnitin*. Students who did not opt out were sent a baseline survey to complete. Instructors and students who completed baseline survey will be sent end-of-semester survey to complete. The final study results will be presented to the Faculty Executive Committee in the summer.

Prof. Jean DeSaix (Biology) asked if students could opt out if *Turnitin* is implemented.

Dr. Sengupta responded that students can opt out of the pilot, but implementation will be a different matter. Prof. Muller said that questions about implementation are for the consideration of Faculty Council.

Prof. Leslie Parise (Biochemistry) asked if there are any consequences if students are caught plagiarizing this semester. Prof. Muller responded that it is up to the faculty member to report instances of plagiarism. It is up to the faculty member's discretion.

Proposal to Remove Sexual Misconduct, Harassment and Intimidation, and Discrimination Cases from the Jurisdiction of the Honor System Effective August 1, 2012

Assistant Dean of Students Melinda Manning presented a proposal to remove sexual misconduct, harassment, intimidation, and discrimination cases from the jurisdiction of the Honor System, preparatory to establishing a new procedure for hearing such cases. She explained that this action is necessary to allow the university to comply with federal guidelines issued by the U.S. Department of Education's Office for Civil Rights. The university is currently in the process of developing a comprehensive policy for addressing sexual misconduct, harassment, intimidation, and discrimination, with the effective date of implementation set for August 1, 2012. If such a case arises before then, it will be heard through the Honor System.

Prof. Greg Copenhaver (Biology) asked if the new procedure for handling sexual misconduct cases will need

Prof. Greg Copenhaver (Biology) asked if the new procedure for handling sexual misconduct cases will need approval by the Faculty Council. Dean Manning responded that it is her impression and that of University Counsel's that Faculty Council approval is not needed.

Prof. Vin Steponaitis (Archaeology and Anthropology) moved to adopt the resolution as it presented in the agenda.

Prof. Mimi Chapman (Social Work) stated that it may be problematic to get rid of the old system without knowing what the new system looks like. Dean Manning explained that since the Council is not meeting again until September, it is important to have approval to go ahead with the new system so it can be in place by August 1.

Chancellor Thorp said that this measure has nothing to do with the concurrent Honor System reforms. He explained that the standard of proof sanctioned by the federal government in sexual misconduct cases is "greater weight of the evidence," while the standard of proof in academic misconduct cases under the Honor System is "beyond a reasonable doubt." The differing standards of proof are why we need a means other than the Honor Court to try instances of sexual misconduct. Dean Manning added that student leaders in the Honor System are in favor of the proposal.

The resolution was adopted without dissent. See Appendix A.

Invited Guests

Vice Provost for Diversity and Multicultural Affairs Taffye Clayton spoke about the mission of Office of Diversity and Multicultural Affairs (DMA). She explained that DMA's role is to promote outreach, education, and diversity. Past emphasis has been on student activities and services. Dr. Clayton believes that faculty and staff must be included in efforts to address underrepresentation of minorities. DMA is currently working on a model of diversity to present to the university community. The framework will be inclusive of all diverse segments on campus. Dr. Clayton called for efforts at better assessments for measuring and collecting data about underrepresentation.

Dr. Clayton outlined for areas of emphasis: reorganizing DMA and expanding personnel, refreshing the vision for diversity, revamping approaches to diversity by changing diversity curriculum for faculty and staff, and reviewing diversity and assessment reporting. The goal is to streamline the reporting system by using a three-year incremental period.

Employee Forum Chair Jackie Overton discussed the mission of the Employee Forum (EF) which is to bring employee concerns to the Chancellor and administration. This year the EF identified its six core values: employees, partnerships, professionalism, communication, advocacy, and integrity.

Two most important topics for staff this year are budget cuts and SPA employees being removed from the oversight of the Office of State Personnel. EF will work to mitigate the any negative impacts of these developments on employees.

Ms. Overton reported that over the past year the EF partnered with Carolina Campus Community Garden and produced 3,000 lbs. of vegetables for housekeeping staff. Altogether, 8,000 lbs. of food have been distributed to those in need. EF partnered with Habitat for Humanity to build 10 houses in 10 months for employees. EF aided housekeepers in voicing concerns to the Chancellor and is now helping to implement recommendations that emerged from a study of housekeeping operations. EF was involved in hiring a new director of housekeeping and organizing an oversight committee. The Forum also partnered with the athletics department for a food drive on faculty-staff appreciation day.

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Annice Fisher, Assistant Director, Academic Collaboration and Assessment, presented three ways departments can partner with student initiatives. Faculty can become involved in living-learning communities by sponsoring a class, serving on the advisory council, participating in shared research, and providing graduate student internships. Some of the benefits of participation for faculty include increased enrollment in courses, the potential to recruit new majors and graduate students, and service opportunities.

Ms. Fisher urged faculty to consider participating in the Scholars in Residence program. Under this program, a faculty member resides in student housing. Participants receive free or discounted room and board for up to a year, funding to host innovative programs, and service opportunities. She also mentioned the Meals with Heels program that was created to increase student-faculty interactions and enhance relationships inside and outside of class. Students check out a meal card to take faculty to breakfast or lunch at on-campus dining location.

Adjournment

Its business having been completed, the Council adjourned.

Respectfully submitted

Joseph S. Ferrell

Secretary of the Faculty

Appendix A. Resolutions

Resolution 2012-5. On a Proposed Amendment to the North Carolina Constitution Concerning Marriage.

Consistent with UNC policy in regard to political activities, the Faculty Council takes no position on Amendment One. The Faculty Council believes it important and timely, however, to reaffirm the University's commitment to equality of opportunity and we pledge that we will not practice or permit discrimination in employment or in access to our educational programs and activities on the basis of race, color, gender, national origin, age, religion, creed, genetic information, disability, veteran's status, sexual orientation, gender identity or gender expression.

Resolution 2012-6. On Amending the Instrument of Student Judicial Governance to Remove Sexual Misconduct, Harassment and Intimidation, and Discrimination Cases from the Jurisdiction of the Honor System

The Faculty Council consents to the following amendments to the Instrument of Student Judicial Governance:

Section 1. Delete Sections II.C.1.b and II.C.1.e. in their entirety. Revise Section II.C.1.c. as set forth below. Re-letter the remaining provisions as appropriate.

C. Student Conduct Adversely Affecting Members of University Community or the University.

It shall be the responsibility of every student enrolled at the University of North Carolina to refrain from conduct that impairs or may impair the right of all members of the University community to learn and thrive in a safe and respectful environment; or the capacity of University and associated personnel to perform their duties, manage resources, protect the safety and welfare of members of the University community, and

duties, manage resources, protect the safety and welfare of members of the University community, and maintain the integrity of the University. To these ends, no student or student group shall engage in conduct, or assist another in conduct, that adversely affects or creates a substantial risk of adversely affecting University interests including but not limited to the following:

1. Conduct Affecting Persons.

a. Fighting or other conduct that unreasonably endangers or inflicts physical injury upon another.

b. Sexual misconduct that involves:

~~...i. — Deliberate touching of another's sexual parts without consent;~~

~~...ii. — Deliberate sexual invasion of another without consent;~~

~~...iii. — Deliberate constraint or incapacitation of another, without that person's knowledge or consent, so as to put another at substantially increased risk of sexual injury; or~~

~~...iv. — Unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature that expressly or implicitly imposes conditions upon, threatens, interferes with, or creates an intimidating, hostile, or demeaning environment for an individual's (I) academic pursuits, (II) University employment, (III) participation in activities sponsored by the University or organizations or groups related to the University, or (IV) opportunities to benefit from other aspects of University life.~~

c. ~~Harassment or intimidation~~ Disruptive or intimidating behavior that willfully abuses, disparages, or otherwise interferes with another (other than on the basis of the protected classifications identified and addressed in the University's Policy on Prohibited Harassment and Discrimination) so as to adversely affect their academic pursuits, opportunities for University employment, participation in University-sponsored extracurricular activities, or opportunities to benefit from other aspects of University life.

d. Threats that involve violation of restraining orders or no-contact orders imposed by government or campus authorities, stalking, or other activities that create a reasonable apprehension of physical or emotional harm to an individual following a request or order to desist.

e. ~~Discrimination on the basis of race, ethnicity, national origin, religion, creed, sexual orientation, gender expression, age, or disability that impairs or may impair an individual's University working conditions, privileges or opportunities for University employment, educational opportunities, participation in University-sponsored extracurricular activities, or opportunities to benefit from other aspects of University life.~~

Section 2. Delete Section III.D.3.a. in its entirety. Re-letter remaining provisions of Section III.D.3. as appropriate.

3. Conduct Adversely Affecting Persons.

a. ~~For deliberate sexual invasion of another, the minimum sanction shall be suspension for two full academic semesters.~~

b. For illegally possessing, manufacturing, selling, or delivering a controlled substance as defined by state or federal law, sanctions established by relevant policies of the Board of Trustees, including as specified, drug probation, suspension, or expulsion, depending upon the gravity of the offense and prior history of misconduct.

c. For operating a motor vehicle while impaired by alcohol, drugs, or other substances,

1. i. The usual sanction shall be drug or alcohol suspension for at least one full academic

1. i. The usual sanction shall be drug or alcohol suspension for at least one full academic semester.
2. ii. The minimum sanction shall be probation for at least one full academic semester

Section 3. Delete Section IV.B.5.b. in its entirety. Re-letter the remaining provisions of Section IV.B.5. as appropriate.

5. Additional Rights in Certain Cases. In certain types of cases, the complainant shall have additional rights as stated below.

a. Academic Dishonesty. The right of an instructor to recommend a failing grade (as to a particular assignment, course component or aspect, or the course as a whole), and to have the recommended penalty imposed in the event that the accused student is found guilty as charged.

~~b. Sexual Misconduct. In offenses involving sexual misconduct (Section II.C.1.b.):~~

~~...i. With the approval of the Student Attorney General and the Judicial Programs Officer, the right to request a student investigator of his or her own choosing from within those available in the Student Attorney General's office after charges have been filed;~~

~~...ii. The right to be present during court proceedings except court deliberations, and to have a support person present during the original hearing, any evidentiary proceeding or any appeal;~~

~~...iii. In cases involving sexual invasion (Section II.C.1.b.ii.), the right to a closed hearing when requested in writing (notwithstanding any request to the contrary by the accused student) and to refuse to testify without being charged with a violation based on that refusal upon a determination by the Student Attorney General after consultation with the Vice Chancellor for Student Affairs that compelling circumstances prevent the complainant from participating in the case;~~

~~...iv. The right for evidence of other sexual behavior to be deemed inadmissible in a hearing except as provided in Appendix C.~~

c. Other Conduct Involving Injuries to Persons. In offenses involving other forms of conduct resulting in injuries to persons under Section II.C.1., the right to be present, except for any court deliberations (during an original hearing, evidentiary proceeding, or appellate proceeding), to the extent permissible under pertinent state and federal law.

Section 4. Delete Section D.2., Appendix C in its entirety.

D. Procedural Protections

1. General Protections. Students charged with Honor Code violations and complainants alleging such violations shall be afforded the detailed procedural rights set forth in Section IV of this Instrument.

2. Evidence in Cases Involving Sexual Invasion (Section II.C.2.b.ii of the Instrument)

~~**a. Limited Admissibility.** In cases involving offenses under Section II.C.2.b.ii. of this Instrument, the following rules of evidence will apply with regard to "sexual behavior," including sexual activity of the complainant other than the sexual act on which the charge is based. Evidence of the sexual behavior of the complainant of a sexual assault, when offered by the student charged, is inadmissible in the hearing on the charge unless such behavior was between the complainant and the accused, is evidence of specific instances of sexual behavior offered for the purpose of showing that the act or acts charged were not committed by the accused, is evidence of an occurrence or occurrences of sexual behavior so distinctive and so closely~~

accused, is evidence of an occurrence or occurrences of sexual behavior so distinctive and so closely resembling the accused student's version of the alleged encounter with the complainant as to tend to prove that the complainant consented to the act or acts charged, or is evidence of sexual behavior offered as the basis of expert psychological or psychiatric opinion that the complainant fantasized or invented the act or acts charged. Sexual behavior otherwise admissible under this section may only be proved by evidence of specific acts and may not be proved by reputation or opinion. Until a determination is made under this section that specific evidence is admissible, no reference to the complainant's alleged behavior shall be made in the presence of the court and no evidence of this behavior shall be introduced at any time during the hearing.

b. Determination of Admissibility. Prior to the time the case is set for hearing, the person seeking to introduce such evidence shall apply to the Judicial Programs Officer for a determination of its admissibility. The Judicial Programs Officer shall convene a three-person University Hearings Board panel composed of one faculty member, one student from the court having authority to hear the matter, and one administrator designated by the Vice Chancellor for Student Affairs, to consider evidence and arguments of the student charged and the investigator acting on behalf of the appropriate Student Attorney General. Procedures shall apply and a record of the hearing shall be made in accordance with Section E.2. E.6. of Appendix C. The person seeking to introduce the evidence must establish the basis for its admissibility. The University Hearings Board panel shall determine the admissibility of the evidence and state in writing its findings, setting out the specific purpose for which the evidence is admissible and the reasons supporting the finding. Its determination on the admissibility of the evidence shall be conclusive and no separate appeal of the admissibility finding shall be allowed. The court in the full proceeding on the charge of sexual invasion must, however, determine the probative value and weight of the evidence, including the credibility of witnesses, as in the case of any other evidence. A finding of admissibility of such evidence may be reviewed only in an appeal of a determination of a court rendering a final judgment on the merits of the charge of sexual invasion under Section II.C.2.b.ii. of this Instrument.

1. Conduct Affecting Persons.

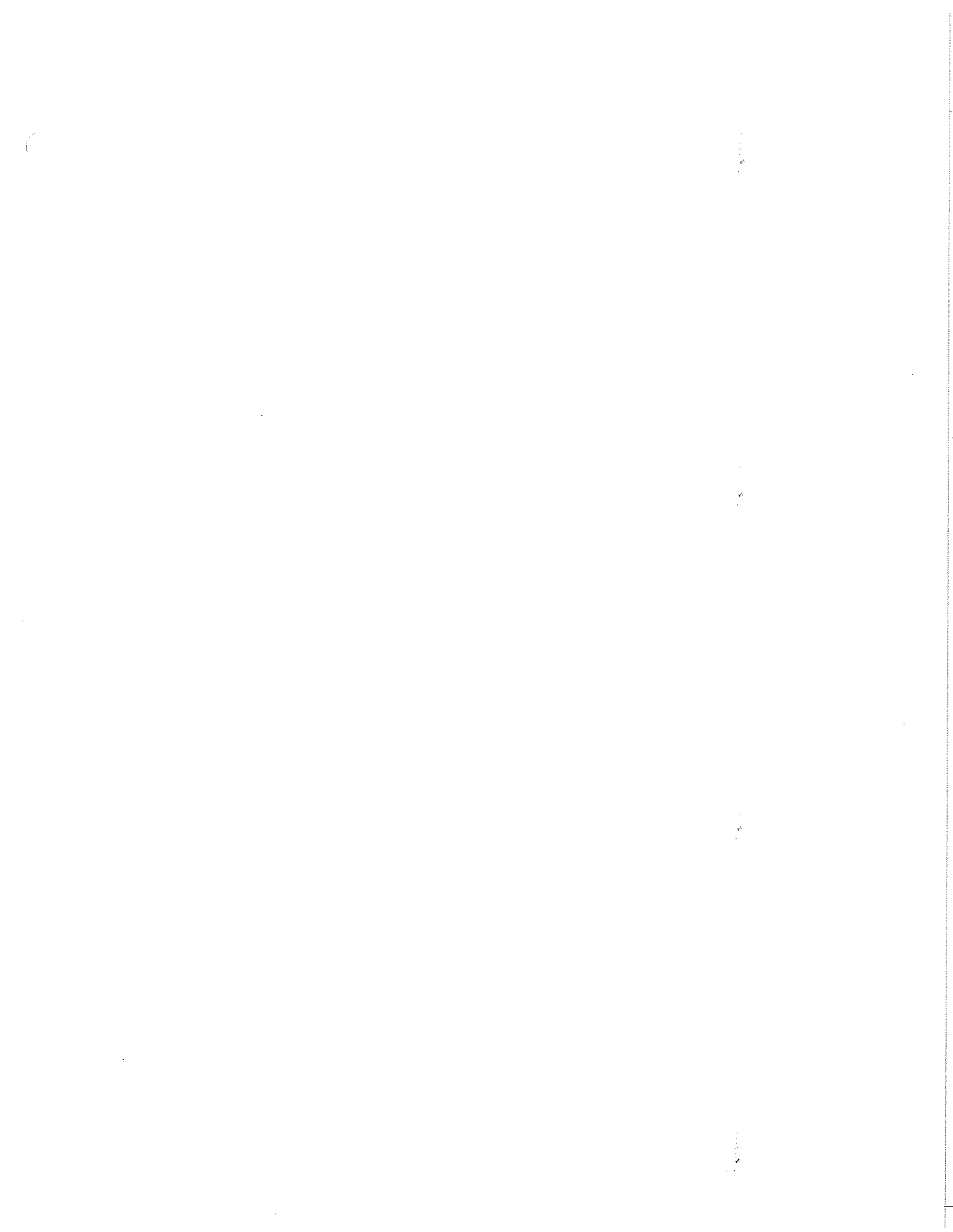
a. Fighting or other conduct that unreasonably endangers or inflicts physical injury upon another.


b. Sexual misconduct that involves:

- ...i. — Deliberate touching of another's sexual parts without consent;
- ...ii. — Deliberate sexual invasion of another without consent;
- ...iii. — Deliberate constraint or incapacitation of another, without that person's knowledge or consent, so as to put another at substantially increased risk of sexual injury; or
- ...iv. — Unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature that expressly or implicitly imposes conditions upon, threatens, interferes with, or creates an intimidating, hostile, or demeaning environment for an individual's (I) academic pursuits, (II) University employment, (III) participation in activities sponsored by the University or organizations or groups related to the University, or (IV) opportunities to benefit from other aspects of University life.

c. Harassment or intimidation Disruptive or intimidating behavior that willfully abuses, disparages, or otherwise interferes with another (other than on the basis of the protected classifications identified and addressed in the University's Policy on Prohibited Harassment and Discrimination) so as to adversely affect their academic pursuits, opportunities for University employment, participation in University-sponsored extracurricular activities, or opportunities to benefit from other aspects of University life.

Section 5. These amendments become effective August 1, 2012.





THE UNIVERSITY
of NORTH CAROLINA
at CHAPEL HILL


SALARY POLICY SUMMARY

Faculty Council
April 13, 2012

Bruce W. Carney
Executive Vice Chancellor & Provost

Basic Steps


- Task Force convened in December 2010 and charged with exploring salary and promotion equity among all the tenured faculty in the University.
- The draft report was delivered in March 2012. The Task Force was challenged by reliance on paper records and some inconsistent record-keeping, in particular with respect to tenure clock pauses.
- The draft report is a very high-level view, merging departments within schools (except Clinical Medicine), and some schools with each other.



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Multi-variable analyses


- The study goal was comparisons between gender and ethnicity groups in terms of salaries and promotion timescales.
- Other factors in the regressions included degree, years at UNC, years at other institutions, fixed term status, rank, years in rank, and administrative role.
- The salary regressions within units were robust, with R^2 values from 0.72 to 0.83. The primary variables leading to higher pay were: discipline, rank, major administrative role, distinguished title, other administrative role (Chair), and tenure track.



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Promotion Timescale: Caveats


- These data were very difficult to collect. There was only limited information in electronic form, for example, for appointments prior to UNC. The Task Force had to interview HR staff, consult BoG personnel records, and review over 500 paper files.
- The Task Force had very limited information regarding resignations, which would have been extremely valuable.
- In consequence, a "compensation transcript" was recommended.



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Promotion Timescale: Asst. Profs.


- Assistant professors first appointed between Jan 1, 1994 and Sept 1, 2003 (568 faculty).
- Average time to promotion in Academic Affairs was 5.1 years for men and 5.6 years for women (after allowing for tenure clock stoppages). In Health Affairs, the results were 6.1 years for men and 5.9 years for women.
- For white, Asian, and African-American faculty, the promotion timescales were 5.3, 5.3, and 5.9 years in Academic Affairs, and 6.1, 5.9, and 5.9 years in Health Affairs.



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Promotion Timescale: Assoc. Profs.

- Associate professors tenured between July 1, 1990 and July 1, 2000 (535 faculty).
- Within Academic Affairs, 41% of women were promoted within 7 years, and 65% within 10 years, while 59% and 81% of men were promoted.
- In Health Affairs, 46% of women were promoted within 7 years, and 58% within 10 years, while the results for men were very similar (45% and 60%).
- There were too few minority faculty for a meaningful analysis.



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Salary Comparisons: Academic Affairs

- The "snapshot" data sample was based on faculty pay as of September 30, 2009. Included 3,119 full-time active or on leave faculty, and who did not hold a senior administrative appointment.

Population	Number	%	Coefficient
Total	1290	100	
Women	509	39.5	-\$1,431
African-American	74	5.7	+\$1,348
Asian	103	8.0	+\$2,871
Hispanic & others	69	5.3	-\$1,909

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Salary Comparisons: Medicine

Population	Number	%	Coefficient
Total	1323	100	
Women	547	41.3	-\$13,158
African-American	50	3.8	-\$1,898
Asian	141	10.7	-\$12,593
Hispanic & others	40	3.0	-\$3,398

Results for clinical medicine were even greater

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Salary Comparisons: Other Health Affairs

- Dentistry/Nursing/Pharmacy/Public Health

Population	Number	%	Coefficient
Total	503	100	
Women	271	53.9	-\$2,670
African-American	28	5.6	+\$5,768
Asian	61	12.1	-\$9,783
Hispanic & others	18	3.6	+\$409

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Changes in Faculty Composition

	Academic Affairs		School of Medicine		Other Health Affairs	
	2002	2009	2002	2009	2002	2009
Total	1093	1290	941	1387	421	503
Women	32%	40%	30%	41%	47%	54%
Non-white	14%	19%	13%	18%	13%	21%
Fixed term	15%	22%	35%	52%	38%	48%

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Next Steps

- Share high-level report with all deans. Ask for a department-by-department analysis for individual faculty deviating by more than 1.5x from salary predicted by regression analysis. Ask them to check for errors, and to provide explanations for the deviations where possible.
- Provost's cabinet will review beginning in mid-summer.

THE UNIVERSITY
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In Memoriam

2012

James Wyatt Bawden

Professor Emeritus of Pedodontics; Ph.D., 1961 (Iowa); M.S., 1960 (Iowa); D.D.S., 1954 (Iowa). Appointed 1961; died June 23, 2011.

Deborah Barreau

Frances Carroll McColl Term Associate Professor of Information and Library Science; Ph.D., 1997 (University of Maryland College Park); M.S., 1986, M.A.T., 1973, B.A., 1971 (University of North Carolina at Chapel Hill). Appointed 1997; died February 10, 2012.

Walker J. Blakey

Professor Emeritus of Law; J.D., 1967 (Ohio State); A.B., 1963 (Harvard). Appointed 1971; died September 24, 2011.

Richard Pierson Buck

Professor Emeritus of Chemistry; Ph.D., 1954 (MIT); M.S., 1951 (California Institute of Technology); B.S., 1950 (California Institute of Technology). Appointed 1967; died July 22, 2011.

Marci Campbell

Professor of Nutrition; Ph.D., 1992 (University of North Carolina at Chapel Hill); M.P.H.; 1977 (University of North Carolina at Chapel Hill); B.S., 1974 (Duke). Appointed 1994; died December 14, 2011.

Arthur C. Chandler, Jr.

Professor Emeritus of Comprehensive Ophthalmology; M.D., 1959 (Duke); B.A., 1953 (Florida Southern). Appointed 1990; died December 25, 2011.

Alan Whittemore Cross

Professor of Social Medicine and Pediatrics; M.D., 1970 (Columbia); B.A., 1966 (Yale). Appointed 1978; died January 5, 2012.

Edward William Davidian

Associate Professor of Anesthesiology; M.D., 1968; B.A., 1963 (University of North Carolina at Chapel Hill). Appointed 1972; died October 5, 2011.

William Ewart Easterling, Jr.

Professor Emeritus of Obstetrics and Gynecology; M.D., 1956 (University of North Carolina at Chapel Hill); A.B., 1956. Appointed 1964; died December 28, 2011.

Regina Cecylia Elandt-Johnson

Professor Emeritus of Biostatistics; Ph.D., 1955 (Poznan Agricultural University); M.S., 1946 (University of Poznan). Appointed 1964; died May 31, 2011.

John Gulick

Professor Emeritus of Anthropology; Ph.D., 1953; A.M., 1951; A.B., 1949 (Harvard). Appointed 1955; died January 16, 2012.

William Davis Huffines

Professor Emeritus of Pathology; M.D., 1955, B.S., 1951 (University of North Carolina at Chapel Hill).

Professor Emeritus of Pathology; M.D., 1955, B.S., 1951 (University of North Carolina at Chapel Hill).
Appointed 1957; died October 17, 2011.

James Carlton Ingram

Professor Emeritus of Economics; Ph.D., 1952 (Cornell); M.A., 1947 (Stanford); B.S., 1942 (Alabama).
Appointed 1952; died May 8, 2011.

William E. Koch

Professor Emeritus of Cell and Developmental Biology; Ph.D., 1962 (Stanford); A.M., 1959, A.B., 1956
(Pennsylvania). Appointed 1968; died February 11, 2012.

Ben Fohl Loeb, Jr.

Professor Emeritus of Public Law and Government; J.D., 1960 (Vanderbilt); A.B., 1955 (Vanderbilt).
Appointed 1964; died September 11, 2011.

Bill Wade Lovingood

Professor Emeritus of Physical Education; Ph.D., 1963 (University of North Carolina at Chapel Hill); M.A.,
1959 (University of North Carolina at Chapel Hill); B.S., 1958 (Wake Forest). Appointed 1961; died July 30,
2011.

Walter T. McFall, Jr.

Professor Emeritus of Periodontics; M.D.S., 1961 (University of Washington); D.D.S., 1958 (University of
North Carolina at Chapel Hill); B.S., 1955 (University of North Carolina at Chapel Hill). Appointed 1961; died
December 16, 2011.

Kimowan Metchewais (McLain)

Associate Professor of Art; M.F.A., 1999 (University of New Mexico); B.F.A., 1996 (University of Alberta,
Edmonton). Appointed 2006; died July 29, 2011.

Earl Nelson Mitchell

Professor Emeritus of Physics; Ph.D., 1955 (Minnesota); B.A., 1949, M.S., 1951 (Iowa). Appointed 1962; died
May 1, 2011.

Katherine Barthalmus Pryzwansky

Associate Professor Emeritus of Pathology; Ph.D., 1978 (University of North Carolina at Chapel Hill); B.S.,
1961 (Pennsylvania State). Appointed 1981; died June 14, 2011.

Parker Cramer Reist

Professor Emeritus of Air and Industrial Hygiene and Engineering; Sc.D., 1966, S.M., 1963 (Harvard); S.M.,
1957 (Massachusetts Institute of Technology); B.S., 1955 (Pennsylvania State). Appointed 1972; died April 20,
2011.

Stuart Wilson Sechriest

Professor Emeritus of Journalism; A.B., 1935 (University of North Carolina at Chapel Hill). Appointed 1946;
died October 13, 2011.

Robert Jack Shankle

Professor Emeritus of Endodontics; D.D.S., 1948 (Emory). Appointed 1951; died June 29, 2011.

George Vanderbeck Taylor

Professor Emeritus of History; Ph.D., 1950 (Wisconsin); M.A., 1949 (Wisconsin); B.A., 1941 (Rutgers).

Professor Emeritus of History; Ph.D., 1950 (Wisconsin); M.A., 1949 (Wisconsin); B.A., 1941 (Rutgers).
Appointed 1952; died December 12, 2011

Nancy Katherine Idol White

Head of Serials Cataloging, Wilson Library; B.S., 1948 (The University of North Carolina at Chapel Hill); B.A.,
1942 (Woman's College of the University of North Carolina). Appointed 1969; died November 28, 2011.

Richard A. Yarnell

Professor Emeritus of Anthropology; Ph.D., 1964 (University of Michigan); M.A., 1958 (University of New
Mexico); B.S., 1950 (Duke). Appointed 1971; died June 1, 2011.

The University of North Carolina at Chapel Hill
Annual Report of the Educational Policy Committee to Faculty Council
April 13, 2012

Membership:

Andrea K. Biddle (Chair, Health Policy and Management; At-Large, 2014); Jennifer Coble (Biology, At-Large, 2014), Chris Derickson (University Registrar, ex-officio);; Susan Havala Hobbs (Health Policy and Management; At-Large, 2012); Julie Justice (Education; At-Large, 2013); Susan Klebanow (Music; At-Large, 2012); Bobbi Owen (College of Arts and Sciences; ex-officio); Andrew J. Perrin (Sociology; At-Large, 2012); Theresa Raphael-Grimm (Nursing, At-Large, 2014), Michael Salemi (Economics; At-Large, 2013)¹; Lily Roberts (Undergraduate Student, 2012); Jay Smith (History; At-Large, 2013); Jim Grinias (Graduate Student, 2012).

Meetings:

The Educational Policy Committee (EPC) met monthly: August 31, September 28, October 26, November 30, January 25, February 22, March 21, and April 25, with an introductory/orientation meeting on May 4, 2011. The October and February meetings were cancelled due to lack of agenda items. Meetings were 75 minutes in length and held from 9:15-10:30 a.m. in 3020 Steele Hall. A future meeting to plan for membership and leadership transition is proposed for May 2, 2012. Minutes of meetings are posted on the EPC Sakai site.

Committee Charge:

"The committee is concerned with those matters of educational policy and its implementation as to which the Faculty Council possess legislative powers by delegation from the General faculty under Article II of the Code. The committee's function is advisory to the Faculty Council... (article 4.6, Faculty Code of University Governance)."

Summary of Activities:

During the 2011-2012 academic year, the EPC considered the following topics or took the following actions:

- 1.) Reviewed and Adopted of the Federal Definition of the Credit Hour. New rules adopted by the Southern Association of Colleges and Schools (SACS) in June 2011 require that UNC affirm that: (1) we are in compliance with the Department of Education's new credit hour policy, (2) we have our own internal processes/procedures for monitoring adherence to that policy, and (3) we apply equivalent standards to our distance education courses. UNC's March 2012 SACS accreditation mid-term report requires the institution to document the implementation of their standards. The Faculty Council approved the definition (Resolution 2012-1) at its February 10, 2012 meeting.
- 2.) Reviewed and endorsed report from the joint EPC/Committee on Student Conduct (COSC) subcommittee to analyze results of faculty Honor Court survey conducted during Spring 2010. Passed resolution recommending that reforms be implemented immediately, without waiting for further action by the task force to be formed by Chair Boxill, namely:
 - a. Revive and reinvigorate the Faculty Honor System Advisory Committee charged to provide advice and guidance to the judicial officers in the system;

¹ Professor Salemi will retire 6/30/2012 and has resigned from the EPC effective 6/01/2012. His remaining term will need to be filled by an alternate from the 2011/2012 elections.

- b. Funding for the Honor System come from a separate budget line item and be removed from the catch-all "Activities" category in the Student Fees collected by the University each year;
- c. Improve communication between Honor System personnel and faculty, so that faculty members are kept fully informed of their rights and prerogatives and fully abreast of developments in cases that concern them. Training documents and procedures should be altered to reflect the priority of clear communications; and
- d. Convert faculty COSC membership into an elected office, to be included in the annual ballot for faculty elections,

Report made by Professor Smith to the Faculty Council at its October 14, 2011 meeting.

- 3.) Reviewed and approved degree hierarchy guidelines proposed by Sr. Associate Dean Owen. Historically, there has been an informal understanding about which degrees supersede others on the transcript. With the use of Tar Heel Tracker, it became essential to develop guidelines for the order of precedence. The following principles hold. First, if a student is admitted into a professional school, that degree is listed first and an Arts & Sciences degree is listed second. Therefore, a Bachelor of Science (BS) always takes precedence over Bachelor of Arts (BA) degree (because of concentration of courses within major). Because UNC does not award two degrees, the second degree is described as a second major. In the case of a student who fulfills the requirements for two BS degrees, it has been agreed that a degree in business comes before SILS (those schools have agreed). See Appendix 1 for additional detail.
- 4.) Reviewed and adopted revisions to the regulation on Grade Appeals published in the *2011-2012 Undergraduate Bulletin*. The language of the second bullet point under grounds for appeal was revised to make its language congruent with the University's Policy on Prohibited Harassment and Discrimination. The Faculty Council approved Resolution 2011-8 at its December 9, 2011 meeting.
- 5.) Evaluation of the Priority Registration system is in progress with a report to be presented to the Faculty Council at its September 2012 meeting.
- 6.) Presented Resolution 2011-6 On Amending the Final Examination Regulations pertaining to Online Courses at the November 18, 2011 Faculty Council meeting. The Resolution, with a minor amendment, was adopted by the Council. Details discussed in 2010-2012 EPC Report to Faculty Council. Briefly, the resolution changed language governing time of day and location for undergraduate courses offered entirely online or via other distance modalities and for self-paced courses; Requirement that final exams be held during the scheduled final exam period is waived for self-paced courses.
- 7.) Considered a request to review the Pass/D+/D/Fail option of the Undergraduate Grading System. The Office of Undergraduate Curriculum received a request from the School of Education (SOE) to revise the text currently included in the Undergraduate Bulletin regarding the maximum number of credit hours an undergraduate can take for Pass/D+/D/Fail in a current semester, which is established as 11 hours per semester. The SOE offers EDUC 569: Student Teaching Internship as a 12-hour PS/F course, which is not aligned with the current undergraduate policy. Considerable discussion ensued among the committee members with no agreement on the policy change. Concurrently, the task force reviewing independent study courses has been working on proposed changes to the same policy. The EPC will take up this matter once the proposed change is presented, likely during early 2012-2013.
- 8.) Considered and discussed a proposal by the Office of Disability Services to adopt a

policy statement on non-discrimination with respect to instructional media. Director Kessler described the process by which his office converts written materials to accessible form. The process is labor- and time-intensive and may result in students not having materials read when faculty expect them to have done so. The proposed policy would require adoption of textbooks that are available electronically. EPC members are concerned that faculty members would be prevented from using classic documents or books that are not available in electronic form. Substantial discussion ensued but the proposal was tabled until the Faculty Council discussion of textbook policy in Spring 2012; discussion will continue at the April 25, 2012 meeting and is likely to extend into the 2012-2013 academic year.

- 9.) Reviewed and approved Registrar Policy Memorandum on Retention of Course Waiting Lists. Currently waiting lists are purged approximately 10 days before the start of classes and right after course cancellation for non-payment occurs. Several faculty members have requested that the lists be retained and active until the last day to add classes during each semester (i.e., 5th day of the term). The new policy "allows enrollment from the waitlist to continue until the last day to add, with the following conditions: (a) waitlists are to have a maximum capacity of no more than 5 spots or 10% of the total seats in the class, whichever number is higher; (b) courses with restrictions (by major, class level, etc.) should not have waitlists. At a minimum, any restrictions should be removed from these classes one the cancellation date has passed; and (c) the existing waitlists will be closed on the cancellation date so that no new students can sign up for a waitlist, but the enrollment from the waitlist processing will continue until the add date, meaning that the waitlists will continue to diminish throughout these two additional weeks." This policy will become effective for the Fall 2013 term. After the enrollment period for that term, the Registrar will evaluate the effect of the policy change and report to the EPC
- 10.) An EPC workgroup (Havala Hobbs, Owen, Salemi, Raphael-Grimm, and Klebanow) met to discuss extant UNC policies on course syllabi and to review sample templates. The subcommittee has created a syllabus template that is being pilot-tested by work group members in their Spring 2012 courses. As well the group has drafted proposed language for an updated policy including recommendations for retention and dissemination. A full report (including next steps) will be delivered to the EPC at its April 25, 2012 meeting, and will be shared with Faculty Council during the 2012-2013 year.
- 11.) Considered and discussed a faculty concern about students being required to post content on publicly-accessible websites and mandatory blogging. Specifically, there were concerns about the appropriate use of social media in classes and the potential risks or complications for students resulting from such participation. A variety of suggestions were made as to what groups on campus might be involved in a discussion of the matter, including the Center for Faculty Excellence, Faculty Council, Office of University Counsel, etc. The EPC will discuss the matter at its April 25, 2012 meeting and the discussion will be shared with the Faculty Council during the 2012-2013 year.
- 12.) Reviewed and approved request for modification of transcript remark from "Public Service Scholar" to "Buckley Public Service Scholar."

Appendix 1-- Degree Hierarchy

- Two professional school degrees:
 - **BS degree and BA degree combinations:** *BS degree trumps BA degree*
 - First major: BS in Business Administration
 - Second major: BA in journalism
 - Degree awarded: BS in Business Administration with a second major in Journalism
 - **Two BS degrees:** *Student's choice unless the schools have an agreement about which degree takes precedence.*
 - SILS and Kenan-Flager: The BS in Business Administration degree trumps the BS in Information Science degree.

- Professional Schools and the College of Arts and Sciences:
 - **Professional school degrees trump degrees in the College of Arts and Sciences.** *This holds even if the professional school major is attached to a BA degree and the CAS major is attached to a BS degree:*
 - First major: BA journalism
 - Second major: BS chemistry
 - Degree awarded: BA in journalism with a second major in chemistry

- Within the College of Arts and Sciences:
 - **BS degree trumps BA degree.**
 - **BMUS and BFA degrees trump the BA degree.**
 - **BS, BMUS, and BFA degrees are equal.** *In the rare case in which a student completes the BS and BMUS, or the BS and BFA, or the BMUS and BFA, the student may select which degree takes precedence.*

Revised May 2011, Approved by EPC August 21, 2011

**Committee on Fixed-term Faculty
Annual Report to the Faculty Council
April 2012**

Members

Jean DeSaix	Biology (Arts & Sciences)	Senior Lecturer (ft)
Kurt Gilliland	Cell & Development Biology (medical school)	Asst. Professor (tt)
Susan Irons, Chair	English & Comparative Literature (Arts & Sciences)	Senior Lecturer (ft)
Lloyd Kramer	History (Arts & Sciences)	Professor (tt)
Cal Lee	School of Information & Library Science	Assoc. Professor (tt)
Joy Renner	Allied Health	Assoc. Professor (ft)
Judy Tisdale	Kenan-Flagler Business School	Clinical Professor (ft)
Arrel Toews	Biochemistry and Biophysics (medical school)	Professor (ft)

Assisted by Anne Whisnant; Deputy Secretary of the Faculty in the office of Faculty Governance

Meetings

September 9, 2011; October 14, 2011; November 11, 2011; December 9, 2011; January 13, 2012; February 10, 2012; March 16, 2012; April 13, 2012

Committee Charge

Resolution 2005-9. On Establishing the Council Committee on Fixed-Term Faculty

The Faculty Council resolves:

Section 1. Pursuant to Section 2-8(b)(1) of the Faculty Code of University Government, the Council Committee on Fixed-Term Faculty is created. The Committee has six members, appointed by the Chair of the Faculty from among sitting members of the Faculty Council at the September meeting of the Council each year. Four of the members are fixed-term faculty members, and two are tenure-track faculty members. The Chair of the Faculty designates the chair of the committee. Members are eligible for reappointment.

Sec. 2. The committee addresses working conditions and the status of full-time and part-time fixed-term faculty members. In this regard it monitors implementation of policies and recommendations concerning fixed-term faculty; reviews school, college, and departmental policies governing such faculty members; and formulates and proposes new policies and procedures for consideration by the Faculty Council. The committee reports to the Council as appropriate to its agenda, but at least annually.

Sec. 3. This resolution is effective upon adoption.

Summary of Activities of the Committee 2011-2012

At its first meeting in September, the Committee established a list of goals for the academic year. Appendix A provides a copy of this list. Because of the timeliness of responding to concerns raised in the April 2011 Faculty Council meeting about the title for the newly approved third-tier rank for fixed-term faculty in the College of Arts and Sciences, that task assumed priority.

Title of third-rank fixed-term faculty in College of Arts and Sciences

With the College's goal of naming its first third-tier rank fixed-term faculty members with promotions effective July 1, 2012, the urgency of addressing this issue made it a top agenda item.

Background of third-tier rank title in College of Arts and Sciences

In April 2011, the Faculty Council endorsed the plan to seek Board of Trustee approval for a third-tier rank for fixed-term faculty in the College of Arts and Sciences with the title "Master Lecturer" (see Resolution 2011-4). The third-tier rank builds upon the established ranks of Lecturer and Senior Lecturer. The Board of Trustees subsequently approved that request.

In November 2011, the Dean of the College sent each department a template for guidelines and procedures for promotion to the rank of Master Lecturer. Copies of these documents are available on the Sakai site of the Committee on Fixed-term Faculty. The Dean invited each department to modify the guidelines to reflect the expectations of its discipline or department; however, the Dean's Office had to approve all modifications. Departments were to submit those modification requests to the Dean's Office for approval by January 15, 2012 if the department planned to support a candidate for promotion as of July 1, 2012. Otherwise, the documents were due March 15, 2012. We expect the College's first third-tier rank fixed-term faculty members to be announced this spring.

Reaction to "Master Lecturer" title

At the April 2011 Faculty Council meeting where the "Master Lecturer" title was first presented, several Council members objected to the title. As discussions continued throughout the subsequent year, it became clear that these objections were widely shared on campus, and no member of our committee now supports this title. "Master Lecturer" poses multiple problems, and our concerns coalesce around these points:

- Gender bias of the title
- Associations with title historically representing oppression
- Question of whether "master" implies a higher rank than the current second-tier title of "senior" lecturer
- Question of whether the title conveys status of the rank to other institutions
- Absence of academic title "professor" within the title for a rank of high achievement

Process for considering alternative titles

We knew, anecdotally, that the committee developing the proposal for the third-tier rank had spent extensive time seeking an appropriate title. They had great difficulty coming to consensus, but chose Master Lecturer to move forward with the creation of the rank. Based on this perception,

we knew two things: the Master Lecturer title did not have a ringing endorsement and that finding another option would be challenging.

First, we established criteria for a successful title:

- Will indicate a rank of distinguished accomplishment in the areas of teaching and service to our University
- Will clearly indicate a ranking higher than Senior Lecturer
- Will have clear “coding” within the larger academic community and to other institutions

Next, the Committee researched and discussed extensively alternative titles to propose.

- We sought information about what our peer institutions are doing. To review our findings in chart format to facilitate comparisons, go to the Committee Sakai site.
- We considered “named lectureships,” such as Horace Williams Lecturer, until we learned that money must accompany a named title.
- We sought perspectives from units across the University, which were well represented on our Committee. In many schools on campus, such as the medical school, dental school, and business school, the title for fixed-term faculty includes the word “professor.” So, for example, a fixed-term faculty member may be a “clinical professor” or a “research professor.” Many of our colleagues in those schools support the idea of some uniformity across campus and believe that lecturers in the college, as they move up the ranks, should receive a title that includes the word “professor,” such as Teaching Professor.

Much discussion centered on Teaching Professor; the discussion reflected both support and reservations. Historically in the Arts and Sciences at UNC-Chapel Hill, the title “professor” has primarily been used in titles denoting tenure-track positions. Furthermore, some contend that the modifier “Teaching” suggests that other professors do not teach. However, the title “Research Professor” (which is presently used in the College) is analogous, and it does not appear to raise similar concerns. Many felt that someone who reaches the distinguished achievement demanded for the third-tier rank merits the term “professor.” In addition, others argue it would help the University move to more consistency among schools and give clear signals about the rank to other Universities.

Proposal and response

After thorough discussion, the committee unanimously recommended two options to the Provost: 1) Distinguished Lecturer or 2) Senior Lecturer with Distinction, in that order of preference. Appendix B provides a copy of the proposal to the Provost dated April 2, 2012. Susan Irons, committee chair, and Jan Boxill, Chair of the Faculty, met with Provost Bruce Carney and Bill Andrews, Associate Dean of the College of Arts & Sciences on April 5 to discuss the proposal.

In that meeting, the Provost explained why “Distinguished Lecturer” is not an option. “Distinguished Professor” functions almost as a fourth-tier tenure-track rank, and those with that title often draw part of their funding from private sources. He pointed out the advisability of saving “Distinguished Lecturer” (or another title using “Distinguished”) for a possible similar use with the fixed-term rank in the future.

In response to the Committee’s request to reconsider the “Master Lecturer” title, the Provost will ask College Dean Karen Gil to obtain the following information through the department chairs:

- What is the response among faculty to the current title “Master Lecturer”?
- What other options would the faculty find appropriate for this rank? The Dean may choose to “float” a couple of specific options for response.

Next steps

The Committee hopes that the Dean’s assessment process will move quickly because the new third-tier faculty members will be promoted July 1, 2012. We also encourage all faculty members in the College of Arts and Sciences to share their opinions with their Chair. For those outside of the College who wish to express opinions, please contact one of the Committee members. We will collate responses and share with the Dean of the College and the Provost.

Other Committee Activities

While the Committee focused primarily on the title issue, it also addressed other topics on its “goals” list concerning fixed-term faculty. Here are the outcomes.

Goals met

- Support reconsideration of “Master Lecturer” title for the new third-tier rank in Arts and Sciences
- Track closely the development of the Master Lecturer rank in Arts and Sciences
- Track promotions to Senior Lecturer in Arts and Sciences
- Questioned fixed-term faculty ineligibility for IAH’s Leadership Program. In September, the criteria stipulated tenure-track faculty only. However, IAH has revised criteria to include fixed-term faculty.

Goals ongoing

- Consider the question of how to encourage “best practices” for promotion of fixed-term faculty across the University
- Investigate the role of outside letters (“external letters”) in HR promotion criteria for professional schools’ fixed-term faculty
- Revisit the results of the spring 2011 survey conducted by the Committee

Pending updated budget information

- Investigate and form recommendations on length of contract terms for people who have worked effectively in a position and achieved seniority

Conclusion

In April of 2011, the Faculty Council endorsed the plan to seek Board of Trustee approval for a third-tier rank for fixed-term faculty in the College of Arts and Sciences with the title “Master Lecturer” (see Resolution 2011-4). The Board of Trustees created the rank, which builds upon the established ranks of Lecturer and Senior Lecturer. The first faculty members promoted to that new rank will be announced this spring. The Committee celebrates Carolina’s leadership role among Universities in creating a professional track among fixed-term faculty. However, the third-tier rank merits a title that reflects the distinguished and extraordinary teaching and service required for that achievement—and that reflects our University’s values.

The Committee will continue to monitor policies affecting fixed-term faculty across the University and will continue to research and encourage “best practices” for all fixed-term faculty at the University of North Carolina at Chapel Hill.

Appendix A: Committee Goals for 2011-2012
(from September 9, 2011 meeting)

- Revisit the Spring 2010 survey results.
- Track closely the development of the Master Lecturer rank in Arts & Sciences.
- Support reconsideration of “Master Lecturer” title for the new third-tier rank in Arts & Sciences. Other titles mentioned in the meeting were University Professor, Professor of the Practice, and Teaching Associate. Many are unhappy with the gender bias of the current proposed title; therefore, the committee should help to keep the conversation going about the best title option.
- Investigate and form recommendations on length of contract terms for people who have worked effectively in a position and achieved seniority (and who do not receive longer contracts automatically with a promotion). One-year contracts for fixed-term faculty have become the “norm” since the budget crisis began. The committee should seek further information from Provost.
- Investigate role of outside letters or “external letters” (implied “academic” recommenders) in HR promotion criteria for professional schools fixed-term faculty. Is an “academic” recommendation always available, and is it always the most effective recommendation for all positions, for example positions focused on engaged scholarship. Find out Provost’s perspective on this issue.
- Obtain report on “to-date” promotions to Senior Lecturer in Arts & Sciences. If possible, assess how departments are interpreting the criteria and if the continuity across departments is in a reasonable range.
- Consider question of how to encourage “best practices” for promotion of fixed-term faculty across the University. Is some consistency of criteria possible? Reasonable? How might this question relate to different position names used for fixed-term faculty across campus? (Committee members reiterated that titling in the School of Medicine is not a problem.)
- Track development of titling issues in new online programs in the University.
- Continue discussion of “Lecturer” title in Arts & Sciences. Committee members noted concerns about the perceived implications of the title in letters of recommendations for students and how other universities and other schools on our own campus perceive the rank as identified by that title. For example, “Lecturer” has very different connotations in the School of Medicine.
- Raise question again about fixed-term faculty eligibility for IAH’s Leadership Program. Currently the criteria stipulates tenured-track faculty only. If necessary, write an appeal to the Director to outline and substantiate concerns.
- Explore how SACS (Southern Association of Colleges and Universities) accreditation might relate to some of fixed-term faculty issues and titling.

Appendix B: Proposal to Provost

TO: Dr. Bruce Carney
Provost

FROM: Faculty Council Committee on Fixed-term Faculty

SUBJECT: Proposal to replace “Master Lecturer” title

DATE: April 3, 2012

The Faculty Council Committee on Fixed-term Faculty looks forward to the naming of the first third-tier rank of fixed-term faculty members in the College of Arts and Sciences this spring. Carolina is taking a leading role in shaping the progression, criteria, and titles for a ranked system for fixed-term faculty. Because titles convey values and shape perceptions, we propose replacing the title “Master Lecturer” with another option. We urge you to consider our proposed alternatives.

The current assigned “Master Lecturer” title poses multiple problems and meets with widespread resistance on campus. No member of our committee supports this title. Furthermore, you will recall the spontaneous objections raised in the April 2011 Faculty Council meeting when the title was presented. Our concerns coalesce around these points:

- Gender bias of the title
- Associations with title historically representing oppression
- Question whether “master” implies a higher rank than the current second-tier title of “senior” lecturer
- Question whether the title conveys status of the rank to other institutions
- Absence of academic title “professor” within the title

Therefore, instead of “Master Lecturer,” we offer two alternatives, each receiving the full support of all committee members. We offer them in ranked order of preference.

1. **Distinguished Lecturer.** This title for the third-tier rank clearly signifies the level of accomplishment for the individual as one who has demonstrated an exceptional level of commitment to advancing the quality of teaching here at UNC and in a discipline.


Within the title of Distinguished Lecturer, we also see a development opportunity for named Distinguished Lecturer positions. These titles would be clearly different and separate from our existing named faculty positions because those are Distinguished “Professor,” and this would be Distinguished “Lecturer.” Alumni who have been inspired and motivated by fixed-term faculty, who have benefitted from their teaching and expertise, will have an opportunity to honor that experience through a named lectureship.

Furthermore, the title follows the model of other faculty titles—a noun with one modifier—Senior Lecturer, Assistant Professor, etc.

2. **Senior Lecturer with Distinction.** This title clearly conveys merit beyond the title of Senior Lecturer without carrying negative cultural or historical connotations.

Our committee, representing both tenure-track and fixed-term faculty from across campus, has pursued a thoughtful and thorough process to arrive at this proposal. We ask you to adopt one of our proposed alternatives

to "Master Lecturer" and bestow a title reflecting merit and achievement on our very first Carolina third-tier fixed-term faculty members in Arts and Sciences. Please let Susan Irons (Susan_Irons@unc.edu), committee chair, know if you would like to discuss our proposal with us. We would be happy to meet with you.




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at CHAPEL HILL

Committee on Fixed-term Faculty
Annual Report to Faculty Council
April 13, 2012

2011-2012 Committee Members


Jean DeSaix	A&S	Senior Lecturer (FT)
Kurt Gilliland	Medical	Asst. Professor (TT)
Susan Irons	A&S	Senior Lecturer (FT)
Lloyd Kramer	A&S	Professor (TT)
Cal Lee	SILS	Assoc. Professor (TT)
Joy Renner	AHealth	Assoc. Professor (FT)
Judy Tisdale	KFBS	Clinical Professor (FT)
Arrel Toews	Medical	Professor (FT)



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Goals Met


- ✓ Track Senior Lecturer Promotions
- ✓ Track development of Master Lecturer promotion process
- ✓ Encourage fixed-term eligibility for IAH Leadership Program
- ✓ Support reconsideration of Master Lecturer Title



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Concerns with Master Lecturer Title


- Gender bias
- Associations with historical oppression
- Which implies higher rank: Master or Senior?
- Status of rank unclear to other Universities



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Criteria for a Successful Title

- Indicates a rank of distinguished accomplishment in teaching and service
- Indicates a rank higher than Senior Lecturer
- Provides clear "coding" within the larger academic community



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Turnitin Pilot Study Status Update to Faculty Council

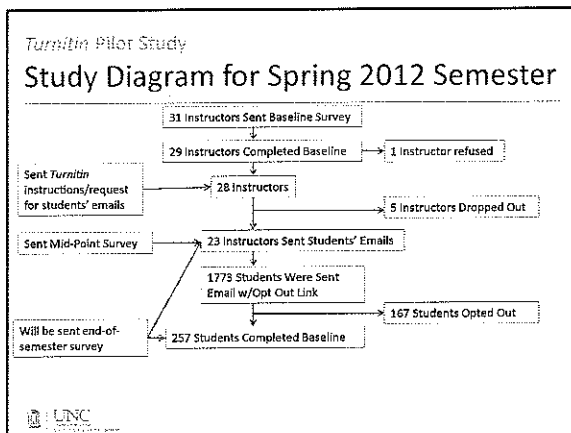
April 13, 2012

Turnitin Pilot Study

Study Design

- Pre/Post-test, one group study design
- Baseline survey sent to instructors teaching in spring 2012 semester
 - Recruited from across campus, both large and small classes, and with different types of paper assignments
- Instructors who completed baseline survey:
 - Given instructions on how to access/use Turnitin software
 - Asked to provide their students' names and email addresses
 - Asked to complete a log of all papers submitted to Turnitin
- Students were sent email letting them know their instructors were participating in pilot study, and provided survey link to opt out
 - If students opted out, instructors could not submit their papers through Turnitin
- Students (who did not opt out) were sent baseline survey to complete
- Instructors and students who completed baseline survey will be sent end-of-semester survey to complete (mid-point survey also sent to instructors)

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Turnitin Pilot Study

Timeline

Date	Activity
2/7/12	Met with Turnitin Oversight Committee on to discuss potential instructors to recruit for the study
2/21/12	Began recruitment efforts for the spring 2012 semester
4/2/12	Sent mid-point survey to instructor participants
4/5/12 (Maymester)	To increase instructor participant sample, will extend pilot study to instructors teaching in summer 2012
4/10/12 (Summer Session I)	
4/29/12	Will meet again with Turnitin Oversight Committee to discuss pilot study progress
5/10/12	End data collection for spring 2012 semester
6/22/12	End data collection for Maymester and Summer Session 1 on June 22, 2012
First week of 7/12	Submit report to Faculty Council during the first week of July 2012

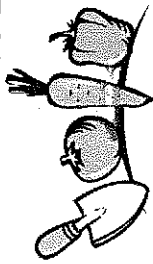
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Turnitin Pilot Study

Surveys

	Baseline	Mid-Point	End of Semester
Administration	Online- Qualtrics	Online- Qualtrics	Online- Qualtrics
# Questions	Up to 18 questions	Up to 4 questions	Up to 18 questions
Time to Complete	2-20 min.	1-3 min.	No more than 20 min.
Content	<ul style="list-style-type: none"> • Demographics • Current knowledge of, and experience with Turnitin • Attitudes about Turnitin's potential effectiveness in reducing plagiarism • Reasons why Turnitin should/should not be implemented campus-wide • Additional potential advantages/ disadvantages (open-ended) 	<ul style="list-style-type: none"> • Whether or not used Turnitin for class • Ease of difficulty in using Turnitin • Additional comments (open-ended) 	<ul style="list-style-type: none"> • Similar questions as baseline, no demographics • Additional questions about actual experience with Turnitin use

GROWING GOOD WILL FOR THE UNIVERSITY



CAROLINA CAMPUS
COMMUNITY GARDEN

The Carolina Campus Community Garden aims to:

- Grow vegetables and fruit so that all employees have access to fresh sustainably grown produce through the shared efforts of staff, students, faculty and local residents; and
- Serve as a learning community for developing gardening skills, healthy living, social responsibility and interdisciplinary academic pursuits.

4 tons

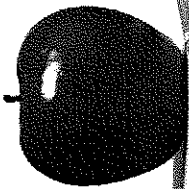
of food have been freely distributed to an estimated 90 housekeepers

\$30

is the WEEKLY savings housekeepers estimate they save for each distribution attended

125

undergraduate students enrolled in classes utilizing the Garden in 2011-2012



2011-2012 Academic Utilization of Garden

- 6 academic departments

- 7 classes across disciplines

- 6 graduate students for Research or Capstone

PRODUCE DISTRIBUTIONS

300

students, staff, faculty and community members have attended twice weekly workdays in the past year

VOLUNTEERS

91%

of volunteers and students surveyed walk to the garden

