

## APPENDIX S



Office of the Chancellor  
East Carolina University  
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June 10, 2002

President Molly Corbett Broad  
Office of the President  
910 Raleigh Road  
Chapel Hill, NC 27515

Re: Second Petition Regarding Political Activities submitted by  
Dr. Christine Fitch

Dear President Broad:

I am enclosing with this letter a petition filed by Dr. Christine Fitch, an Assistant Professor in the School of Education at East Carolina University. As you know, Dr. Fitch has announced that she will be a candidate for the seat in the United States Congress currently held by Representative Eva Clayton. In the petition, Dr. Fitch seeks a leave of absence without pay for the period of her candidacy for this full-time office.

As you know, Dr. Fitch had submitted an earlier petition to the Board of Governors' Committee on University Governance. In that petition which was submitted shortly after the beginning of the 2002 spring term, Dr. Fitch sought permission to continue her employment at the University while campaigning for office. The Board's Committee on University Governance refused to consider that petition because it appeared to be untimely. However, due to court proceedings, the primary was not held last spring. For that reason, University concerns about a possible conflict of time with her job responsibilities became moot. Dr. Fitch was not involved in significant campaign activities during the 2002 spring term, and she was able to fulfill all of her obligations to the University.

It is my recommendation that Dr. Fitch's request for leave for the 2002 fall term be conditionally approved. I specifically request approval on the following conditions:

1. If the primary is held prior to the beginning of the 2002 fall term and if Dr. Fitch does not prevail and the request for a leave is not needed, she will return to work immediately. She would be expected to perform all her responsibilities during the 2002 fall term.

President Molly Corbett Broad  
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2. If the primary is held after the 2002 term begins and if Dr. Fitch does not prevail, she will remain on unpaid leave for the entire term but will return to work at the beginning of the 2003 spring term.
3. If Dr. Fitch wins the primary but loses the general election, she will remain on leave for the 2002 fall term and will return to work at the beginning of the 2003 spring term.

If you have any questions relating to the petition or my recommendations, please let me know. If not, please see that the petition and recommendations are submitted to the Board of Governors' Committee on University Governance for its consideration.

Sincerely,



William V. Muse  
Chancellor

Enclosure

Xc: Dr. Bob Thompson  
Dr. Marilyn Sheerer  
Dr. David Powers

516 S. Lodge Street  
Wilson, NC 27893  
May 1, 2002

Dr. William Muse  
Chancellor  
East Carolina University  
Greenville, NC 27858-4353

Dear Dr. Muse:

Thank you for having granted me the opportunity to discuss the situation of my candidacy with Dr. Thompson, Mr. Irons and Mr. Bibbs and yourself. At that time it was indicated that the timelines as set forth by the Board of Governors was not one that could be adhered to in this instance because of the changes as set forth by the NC General Assembly and the Board of Elections. My original petition requested my full time employment while campaigning with a primary election date that was set at May 7, 2002. Because of the delay of the primary, no election took place at the previously set time and to date no primary election date has been set. My filing for the office for US House of Representatives without the Board of Governors having acted on my petition was not viewed as being insubordinate in as much as it had been suggested by members of the Board of Governors that I submit for the second time my petition with the implied assurance that because of the unusual circumstances my petition would be granted. I truly regret that the action taken by my having filed for the congressional office within the very narrow window of time was viewed in a manner that was felt to be inappropriate and insubordinate. It is my intent to file for and unpaid leave of absence for the fall semester so as to not be in conflict with the spirit of the university policy since the likelihood of a late primary seems evident. Should the primary be held earlier than the beginning of the fall semester and if I were the democratic nominee, the petition for and unpaid leave of absence would still be appropriate. Should the primary be held in early summer and should I not be victorious, the request for an unpaid leave would not be needed, as I would be able to meet all obligations regarding responsibilities to the university.

Your support of this request is greatly appreciated. Please free to contact me if needed. My home number is (252) 243-5967.

Sincerely,

  
Christine L. Fitch, Ed.D.

cc Dr. Marilyn Sheerer  
Dr. David Powers  
Atty. Mark Bibbs  
Atty. Ben Irons

PETITION REGARDING POLITICAL ACTIVITY

FROM: Name: Christine L. Fitch  
Institution: East Carolina University  
Position held: Assistant Professor

TO: Committee on University Governance  
UNC Board of Governors  
c/o Office of the President  
The University of North Carolina  
Post Office Box 2688  
Chapel Hill, North Carolina 27515-2688

SUBJECT: Request for review of proposed political candidacy or officeholding

A. In accordance with the University of North Carolina policy regarding political activities of its employees, this petition concerns:

☒ My intention to campaign for election to a full-time or major part-time political office

Title of office: U.S. Congress (House of Representatives)

Primary or general election date: General Election 5 - Primary date has not been set because of court challenges & involvement

Period of proposed campaign activity: Fall 2002

( ) My intention to occupy a full-time or major part-time political office, either elective or appointive

Title of office: \_\_\_\_\_

Term of office: \_\_\_\_\_

Period of employment affected: \_\_\_\_\_

B. With respect to my candidacy for election to political office, I request permission:

( ) To maintain my full-time University employment while campaigning; in support of my request I have provided/attached:

1. A detailed account of my anticipated normal employment responsibilities during the affected period of employment (Attachment A)
2. An explanation of proposed campaign activity, demonstrating how such activity will be limited to available personal time, so as not to interfere with the satisfactory performance of full-time employment responsibilities (Attachment B)

3. The written concurrence of my supervisors and the chancellor in the conclusion that engagement in campaign activities will not interfere with the satisfactory performance of my full-time employment responsibilities

( ) If my request to maintain full-time employment is denied, to take a partial leave of absence, with corresponding reduction in pay, for the period            (dates of leave); in support of my request I have provided/attached:

1. A detailed account of my anticipated normal employment responsibilities during the affected period of employment (Attachment A)
2. An explanation of proposed campaign activity (Attached B)
3. Identification of those employment responsibilities that I propose not to meet, consistent with such a partial leave of absence, and calculation of percentage reduction in employment time (Attachment C)
4. Assurances by my supervisors and the chancellor that granting such a leave is practicable and that alternative arrangements can be made to insure performance by others of the employment responsibilities for which I otherwise would be responsible.

( ) If my request to maintain full-time employment or to be granted a partial leave is denied, to take a full leave of absence, without pay, for the period            (dates of leave); in support of my request I have provided/attached:

1. A detailed account of my anticipated normal employment responsibilities during the affected period of employment (Attachment A)
2. Assurances by my supervisors and the chancellor that granting such a leave is practicable and that alternative arrangements can be made to insure performance by others of the employment responsibilities for which I otherwise would be responsible.

C. With respect to my <sup>Candidacy</sup>~~occupancy~~ of a full-time public office:

(X) I request permission to be granted a full leave of absence, without pay, as distinguished from resigning my University employment; I understand that the maximum period of such leave allowed by University policy is two years; in support of my request, I have provided/attached:

1. A detailed account of my anticipated normal employment responsibilities during the affected period of employment (Attachment A)
2. Assurances by my supervisors and the chancellor that granting such a leave is practicable and that alternative arrangements can be made to assure performance by others of the employment responsibilities for which I otherwise would be responsible.

D. With respect to my occupancy of a major part-time office, I request permission:

( ) To maintain my full-time University employment while holding office; in support of my request I have provided/attached:

1. A detailed account of my anticipated normal employment responsibilities during the affected period of employment (Attachment A)
2. An explanation of the time requirements associated with holding the public office, demonstrating how such activity will be limited to available personal time, so as not to interfere with the satisfactory performance of my full-time employment responsibilities (Attachment D)
3. The written concurrence of my supervisors and the chancellor in the conclusion that the time requirements associated with holding the public office will not interfere with the satisfactory performance of my fulltime employment responsibilities.

( ) If my request to maintain full-time employment is denied, to take a partial leave of absence, with corresponding reduction in pay, for the period of officeholding; in support of my request I have provided/attached:

1. A detailed account of my anticipated normal employment responsibilities during the affected period of employment (Attachment A)
2. An explanation of the time requirements associated with holding the public office (Attachment D)
3. Identification of those employment responsibilities that I propose not to meet, consistent with such a partial leave of absence, and calculation of percentage reduction in employment time (Attachment C)
4. Assurances by my supervisors and the chancellor that granting such a leave is practicable and that alternative arrangements can be made to insure performance by others of the employment responsibilities for which I otherwise would be responsible.

( ) If my request to maintain full-time employment or to be granted a partial leave is denied, to take a full leave of absence, without pay, for the period (dates of leave); in support of my request I have provided/attached:

1. A detailed account of my anticipated normal employment responsibilities during the affected period of employment (Attachment A).
2. Assurances by my supervisors and the chancellor that granting such a leave is practicable and that alternative arrangements can be made to insure performance by others of the employment responsibilities for which I otherwise would be responsible.

E. With respect to any request embodied in this petition, the petitioner should offer any additional written explanation or information that in his or her judgment would assist supervisors, the chancellor or the Board of Governors in making a decision whether to grant the request.

Christine L. Smith  
Signature of Petitioner

5/1/02  
Date submitted

Whitaker  
Signature of Chancellor

JUNE 10, 2002  
Date submitted to Office of the President

L. B. Conquistador  
Signature of Secretary of the University

MAY 14, 2002  
Date received by Chancellor

6/21/02  
Date received by Secretary

PETITION ATTACHMENT A

Detailed account of anticipated normal employment responsibilities during the affected period of employment; the information to be provided presupposes a standard eight-hour work day and a forty-hour work week and requires a demonstration of how that amount of employment time is accounted for and scheduled; the petitioner may supplement this form with a narrative account that further explains employment obligations and time commitments.

Christine L. Fitch

Name of Petitioner

Fall 2002

Employment period affected

1. Non-faculty employees (for those employees who regularly follow a standard eight-hour day and forty-hour week).

Length of required work day: \_\_\_\_\_ (number of hours)

Hours of work, from \_\_\_\_\_ (a.m.) to \_\_\_\_\_ (p.m.)

Days of week to which scheduled work applies: \_\_\_\_\_

2. Faculty employees (and other employees who do not necessarily follow standard schedule of eight-hour days and forty-hour weeks)

<u>Duties</u>	<u>Hours per week (average)</u>	<u>% of total</u>
Teaching (classroom, laboratory, etc.)	<u>8</u>	<u>20</u>
Instructional preparation	<u>8</u>	<u>20</u>
Counseling students	<u>5</u>	<u>12</u>
Other instructional responsibilities	<u>7</u>	<u>18</u>
Evaluating student performance (Intern supervision)	<u>6</u>	<u>15</u>
Research and writing	<u>2</u>	<u>5</u>
Institutional Committee service	<u>2</u>	<u>5</u>
Administrative service	_____	_____
Current professional development	_____	_____
Other (specify) <u>Professional service</u>	<u>2</u>	<u>5</u>
Totals:	<u>40</u> Hours/week	<u>100</u>



## PETITION ATTACHMENT B

### Explanation of nature, extent and schedule of proposed campaign activity

The nature of the campaign activities include breakfast meetings, luncheons, dinners, large and small group fundraisers, small group discussions, one on one dialogue meetings and various speaking engagements. The schedule of campaign activity will be varied but on a daily basis.





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## MEMORANDUM

TO: William Muse, Chancellor

FROM: Marilyn Sheerer, Dean   
David Powers, Chair   
Department of Curriculum and Instruction

DATE: May 23, 2002

SUBJECT: Leave of Absence for Christine Fitch

We hereby support Christine Fitch's request for an unpaid leave of absence for fall semester 2002, in order for her to run for political office. Alternative arrangements to cover Dr. Fitch's responsibilities can be handled appropriately by her department.

cc: Bob Thompson  
Ben Irons