

PETITION REGARDING POLITICAL ACTIVITY

FROM: **Name:** Dr. Paul Luebke
 Institution: The University of North Carolina at Greensboro
 Position Held: Associate Professor of Sociology

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:

(XX) My intention to campaign for election to a fulltime or major part-time political office

Title of Office: North Carolina House of Representatives

Primary or General Election Date: May 2004

Period of Proposed Campaign Activity: February – May 2004

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

Title of Office: North Carolina House of Representatives

Term of Office:

Period of Employment Affected: Spring 2004

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

(X X) 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 fulltime 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 (Attachment 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 occupancy of a fulltime public office:

() 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 insure performance by others of the employment responsibilities for which I otherwise would be responsible.

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

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

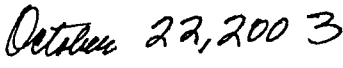
1. A detailed account of my anticipated normal employment responsibilities during the affected period of employment (Attachment A)
2. An explanation of the time requirements associated with holding the public office, demonstrating how such activity will be limited to available personal time, so as not to interfere with the satisfactory performance of my fulltime 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 fulltime 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 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 fulltime employment or to be granted a partial leave is denied, to take 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 leave is practicable and that alternative arrangements can be made to insure performance by others of the employment responsibilities for which I would otherwise be responsible.
- E. With respect to any request embodied in this petition, the petitioner should offer any additional 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.



Signature of Petitioner

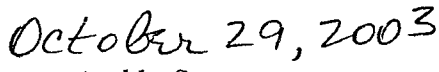

Date Submitted


Signature of Chancellor


Date received by Chancellor

Date Submitted to Office of the President


Signature of Secretary of the University


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.

Dr. Paul Luebke
Name of Petitioner

Spring 2004
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 a 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>9</u>	<u>15</u>
Instructional preparation	<u>18</u>	<u>30</u>
Counseling students	<u>8</u>	<u>13</u>
Other instructional responsibilities	<u>2</u>	<u>3</u>
Evaluating student performance	<u>10</u>	<u>15</u>
Research and writing	<u>6</u>	<u>10</u>
Institutional committee service	<u>4</u>	<u>7</u>
Administrative service	_____	_____
Current professional development	<u>4</u>	<u>7</u>
Other (Specify):	_____	_____
Totals:	<u>61</u> Hours/Week	<u>100%</u>

Petition Attachment B

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

My Durham district is single member and covers 30% of the geography of Durham County.

At this point, I do not know whether I will have either primary opposition in May 2004 or a Republican general election opponent in November 2004. If affirmative in either case, I will hire a campaign manager who will be responsible for all aspects of the campaign. I will not attend any campaign function that will interfere with my UNCG teaching responsibilities.

Petition Attachment C

Identification of employment responsibilities not to be performed pursuant to partial leave of absence

Duties to be eliminated or reduced

Hours Per Week (Average)

Totals:

Hours/Week

Percentage reduction in weekly employment time: _____

Note: Policies of the Board of Governors do not permit partial or full leaves of absence, for a portion of a semester, that would affect adversely the instructional services available to students, e.g., substituting another instructor for the petitioner to teach a course for a portion of the academic term (as distinguished from such substitution for a full term).

Petition Attachment D

Explanation of nature, extent, and schedule of required duties as officeholder

My continued membership in the North Carolina House of Representatives during the Spring 2004 semester will not conflict with my UNCG responsibilities for these reasons:

The General Assembly does not normally meeting during the Spring semester of evennumbered years. Should I be appointed to legislative study commissions, each commission typically meets about once a month. I would not attend any such meeting if it interfered with my UNCG responsibilities.

Finally, in the event a special session should be called, I would only attend such a session when such did not conflict with my UNCG responsibilities. In particular, I would not allow any General Assembly session to interfere with my teaching.