



THE UNIVERSITY of NORTH CAROLINA  
**GREENSBORO**

Office of the Provost and  
Vice Chancellor for Academic Affairs

201 Mossman Administration Building, UNCG,  
Greensboro, NC 27402-6170  
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September 19, 2005

President Molly Corbett Broad  
The University of North Carolina  
General Administration  
P. O. Box 2688  
Chapel Hill, North Carolina 27515-2688

Dear President Broad:

Enclosed is a petition for the planned political activities of Professor Paul Luebke, an incumbent member of the North Carolina House of Representatives, during the spring 2006 semester. Chancellor Patricia A. Sullivan and I support this petition, and it has been endorsed by Professor Luebke's dean and department head. Please let me know if you require additional information prior to presenting this petition to the Board of Governors.

Sincerely,

A. Edward Uprichard  
Provost and Vice Chancellor for Academic Affairs

AEU/arw

c: Chancellor Patricia A. Sullivan  
Mr. L. Bart Corgnati  
Ms. Leslie Winner  
Dean Timothy D. Johnston  
Professor J. Stephen Kroll-Smith  
Dr. Paul Luebke  
Office of the Provost-Personnel File

THE UNIVERSITY OF NORTH CAROLINA  
**GREENSBORO**

*Sociology Department*

September 7, 2005

The Board of Governors  
The University of North Carolina  
Post Office Box 2688  
Chapel Hill, North Carolina 27515

Dear Board Members:

I have reviewed with Professor Luebke his job responsibilities for Spring 2006. I have concluded that his primary election and minor legislative service will not interfere with satisfactory performance of his regular, full-time duties here. This is in accord with previous approvals granted Professor Luebke.

A full or partial leave of absence would be neither desirable nor necessary.

Sincerely,



Steve Kroll-Smith, Head  
Sociology Department

## 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 full-time or major part-time political office

**Title of Office:**       North Carolina House of Representatives

**Primary or General Election Date:**             May 2006

**Period of Proposed Campaign Activity:**       February – May 2006

(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 2006

**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 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 (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 full-time 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 part-time office, I request permission:

(XX) 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 full-time employment responsibilities.

( x ) 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 will consult with my department head.

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 full-time 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

*September 6, 2005*

Date Submitted



Signature of Chancellor

*9/13/05*

Date received by Chancellor

September 19, 2005  
Date Submitted to Office of the President

  
Signature of Secretary of the University

*9/29/05*  
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 2006  
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>6</u>	<u>10</u>
Instructional preparation	<u>12</u>	<u>20</u>
Counseling students	<u>17</u>	<u>28</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 2006 or a Republican general election opponent in November 2006. 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 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 2006 semester will not conflict with my UNCG responsibilities.

Speaker Black may appoint me to one or more study committees that might meet during the Spring semester. Should that be the case, I will only attend such study committee meetings if they do not interfere with my UNCG teaching responsibilities.