



UNC CHARLOTTE

The University of North Carolina at Charlotte
9201 University City Boulevard
Charlotte, NC 28223-0001

April 19, 2006

Office of the Chancellor
Telephone: 704/687-2201
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Dr. Alan Mabe
Interim Senior Vice President for Academic Affairs
and Vice President for Academic Planning
Office of the President
University of North Carolina
Post Office Box 2688
Chapel Hill, North Carolina 27515-2688

Dear Dr. Mabe:

Enclosed is UNC Charlotte's request for authorization to establish a Master of Arts program in Ethics and Applied Philosophy. The proposed program emerged from the campus strategic planning process and is supported by an Implementation Grant from the Council of Graduate Schools.

Thank you for your consideration of this request. Provost Joan Lorden or I would be pleased to respond to any questions that you may have regarding this request.

Cordially,

Philip L. Dubois
Chancellor

Enclosure (5 copies of the proposal)

cc: Provost Joan F. Lorden
Dr. Nancy Gutierrez

The University of North Carolina at Charlotte

**Master of Arts in
Ethics and Applied Philosophy
Request for Authorization
to Establish**

THE UNIVERSITY OF NORTH CAROLINA
Request for Authorization to Establish a New Degree Program

***INSTRUCTIONS:** Please submit five copies of the proposal to the Senior Vice President for Academic Affairs, UNC Office of the President. Each proposal should include a 2-3 page executive summary. The signature of the Chancellor is required.*

Date April 10, 2006

Constituent Institution: The University of North Carolina at Charlotte

CIP Discipline Specialty Title: Ethics

CIP Discipline Specialty Number: 38.0103 Level: B M 1st Prof D

Exact Title of Proposed Program: Master of Arts in Ethics and Applied Philosophy

Exact Degree Abbreviation (e.g. B.S., B.A., M.A., M.S., Ed.D., Ph.D.): M.A.

Does the proposed program constitute a substantive change as defined by SACS? Yes No

a) Is it at a more advanced level than those previously authorized? Yes No

b) Is the proposed program in a new discipline division? Yes No

Proposed date to establish degree program (allow at least 3-6 months for proposal review):

month August year 2006

Do you plan to offer the proposed program away from campus *during the first year of operation*?

Yes No

If so, complete the form to be used to request establishment of a distance learning program and submit it along with this request.

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- A. Summary of Estimated Additional Costs
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EXECUTIVE SUMMARY

The Department of Philosophy proposes a Master of Arts in Ethics and Applied Philosophy degree program that fosters the application of ethical and philosophical knowledge to currently pressing concerns in social, economic, medical, legal, commercial, cultural, and political contexts and associations. The rationale for creating an M.A. degree in applied philosophy is the growing need for comprehensive, normative, politically informed and logically consistent training in order to face new challenges encountered in business, medical associations, national and international political contexts, as well as public education.

In recent years, philosophy programs in colleges and universities have offered an increasing number of courses with an applied focus, especially in the area of applied ethics. This is attributable in part to increased expectations that education and the humanities, especially at public institutions, have a more transparent practical dimension. But it is also attributable to broader social trends. Developments in science and technology have given human beings new, unprecedented and previously unimagined powers to shape, define and even create the conditions of human life. These powers have triggered a demand for education in ethics, social theory and philosophy generally—disciplines most fundamentally concerned with who we are and what we should do. In addition, the growing democratization of social life world-wide but especially in the United States has contributed to increased expectations that domains of social life be responsive to general processes of public scrutiny and deliberation, and such processes are specific to the field of philosophical reflection. Furthermore, the phenomenon of globalization has triggered a host of issues, such as the responsibilities of multinational corporations, the accelerated processes of migration, the safeguarding of indigenous cultures, multinational military interventionism, global terrorism, the conditions of intercultural and cross-religious dialogue and the emergence of globally significant environmental risks, that have mandated an applied type of ethical and philosophical knowledge able to clarify and mediate normative-ethical demands with a keen sense of the complex realities of our time.

I. DESCRIPTION OF THE PROGRAM

A. Describe the proposed degree program (i.e., its nature, scope, and intended audience).

This Master of Arts in Ethics and Applied Philosophy is designed to meet the needs of the University as well as the needs of professionals in the region. The University has a mission to expand its graduate offerings. The proposed Master of Arts in Ethics and Applied Philosophy is designed to serve persons with a B.A., B.S., or more advanced degrees who wish to continue their studies on a graduate level and to serve employees of Charlotte's corporations in business and finance, health care and health policy, applied sciences and information technologies, and public policy. In particular, this program would provide training for members of Institutional Review Boards in health care facilities and Ethics Officers or Compliance Officers in business and industry.

B. List the education objectives of the program.

Objective: The general objective of the M.A. in Ethics and Applied Philosophy will be to produce graduates with strong foundations in critical reasoning about ethical issues and other philosophical issues of an applied nature. In particular the program will seek to:

1. create a continuous supply of highly skilled graduates for a variety of positions on ethics or compliance committees in local or national businesses, hospitals, or other suitable professional settings
2. prepare graduates with a terminal professional master's degree who will be qualified for instructor positions at community colleges in the state and for other similar positions requiring a professional master's degree
3. prepare graduates who choose to pursue a Ph.D. in philosophy
4. prepare graduates for entry into a variety of doctoral programs related to ethics

Describe the relationship of the program to other programs currently offered at the proposing institution, including the common use of: (1) courses, (2) faculty, (3) facilities, and (4) other resources.

Three members of the Philosophy Department routinely teach courses cross-listed with other graduate programs. Dr. Rosie Tong teaches Health Law and Ethics for Health Administration, Ethics of Public Policy for the Public Policy program, and Bioethical Issues and the New Genomics for the Biology program. Dr. Judith Presler teaches the Idea of Human Nature for the Liberal Studies program. Dr. William Gay teaches Language and Violence for the Liberal Studies program. Dr. Steve Fishman teaches Philosophy of Education for Education programs. A new hire in Feminist Philosophy will teach Feminist Theory and its Applications for the Women's Studies program. The Department Chair, Dr. Michael Kelly, will teach Aesthetics for Art programs. Also, Dr.

Tong will teach Scientific Integrity and the Responsible Conduct of Research in the Biomedical and Behavior Sciences, and this course will enroll students from at least four graduate programs; Drs. Eddy Souffrant and William Gay are also involved in this initiative.

The Philosophy Department and the Center for Professional and Applied Ethics have done extensive work in the areas of Health Care Ethics, Business Ethics, Public Policy Ethics, Engineering Ethics, and Information Technology Ethics. The Philosophy Department offers an undergraduate major with tracks in Traditional Philosophy and Applied Philosophy, as well as a Graduate Certificate Program in Applied Ethics. The Center for Professional and Applied Ethics, founded and developed by Philosophy Department faculty, routinely sponsors conferences, workshops, speaker series, and courses that address the moral dilemmas that professionals experience in the work world. One of its chief missions is to put students, particularly graduate students, in dialogue with morally reflective professionals to prepare them for the ethical challenges endemic in their chosen careers. The Center consists of 38 Faculty Associates from a wide variety of disciplines and is guided by an Advisory Board of 34 distinguished community leaders. Board members' affiliations include agencies that provide health care, conduct biomedical research, offer legal services, shape public policy, communicate information to the public, and offer financial services and/or business opportunities. Among the recent curricular collaborations between the Philosophy Department and the Center have been two major projects. One of the projects developed a set of graduate courses on research ethics; the other developed a course on the Foundations of Capitalism to be used in not only the M.A. in Philosophy's curriculum, but also the Belk College of Business curriculum.

The work of the Philosophy Department and the Center for Professional and Applied Ethics is already well integrated into the local community. In the area of Health Care Ethics, for example, the Mecklenburg County Medical Society endowed the Chair for the Philosophy Department's Distinguished Professor of Health Care Ethics. Members of the Philosophy faculty and the Center serve regularly on the Institutional Ethics Committees and Institutional Review Boards of the three largest local hospitals and of several hospitals in adjacent counties. In addition, they work closely with the Bioethics Resource Group, which brings together regional and national leaders to educate the public on matters related to health and health care. In the area of Business Ethics, the Center for Professional and Applied Ethics this year hosted the Sixteenth Annual Barnhardt Seminar in Business Ethics. In the Barnhardt Seminars a community leader addresses rising executives about a real-life ethical dilemma. In a similar initiative, department members and Center associates are involved in the fifth annual William States Lee College of Engineering Seminar in Engineering Ethics, which serves 150-180 engineering students each year. In the area of Information Technology, the Center for Professional and Applied Ethics has sponsored speakers on issues of computer security and privacy and teaches a course on these and related topics in collaboration with the College of Information Technology and local computer experts. Finally, the Center for Professional and Applied Ethics has developed a course on Ethics of Public Policy that brings to

campus speakers such as the District Attorney, the County Manager, the CEOs of major businesses and health care institutions, and widely respected religious leaders.

II. JUSTIFICATION FOR THE PROGRAM

A. Describe the proposed program as it relates to:

1. The institutional mission and strategic plan

The University's mission statement clearly delineates the responsibility to serve the institutions of the greater Charlotte region. Areas of particular concern to the University include Business and Finance as well as Health Care, Health Policy, and Public Policy. The current Graduate Certificate in Philosophy and the proposed Master of Arts in Ethics and Applied Philosophy advance this mission.

Our region's concentration in banking, insurance, and financial services makes us uniquely placed to offer a high quality program that helps employers meet the rapidly changing (and often hard to interpret) demands of industry regulators, business partners, and its customer-client base. Moreover, the multiplicity of issues arising from various healthcare technologies (for example, gene therapies) and concerns (society's responsibility to the uninsured/under-insured) will only heighten the need for advanced ethical training. The region's rapid expansion in international business, with its frequently unfamiliar cultural values, and the region's growing concentration of research and industry in optoelectronics and optical communications, information technology, and other applied sciences will also create a demand for employees with expertise in ethics to deal with such matters as research integrity, privacy, and conflicts of interest. While the Graduate Certificate in Applied Ethics is adequate for many professionals, current trends toward more and more complex technologies in all of these applied areas will require further advanced training to equip persons to make even more sophisticated analyses.

2. Student demand

The program will link philosophy and the workplace. This actual connection will increase the visibility of the Department and its activities and will likewise attract interested students by enlarging the scope of their employment and service options.

3. Societal need (For graduate, first professional, and baccalaureate professional programs, cite manpower needs in North Carolina and elsewhere.)

Many people are employed in various professions in North Carolina, especially in Charlotte, whose daily work involves ethical or other philosophical issues (compliance officers, members of ethics committees, and others). Typically, these people are trained in a particular specialty—whether medical, legal, technical, business, etc.—but not trained in philosophy. So they are at a distinct disadvantage when dealing with ethical and philosophical issues. Our M.A. program will provide these individuals with training in philosophy that is at the same professional level as

their training in other specialties. In turn, they can help to train their colleagues, so that the philosophical knowledge they gain through our M.A. program is extended to others in their workplaces. Given our emphasis on applied philosophy, this will be a natural development. The net result for all parties concerned, and for the community at large, is that everyday ethical and professional issues will be addressed in the proper way.

- 4. Impact on existing undergraduate and/or graduate academic programs of your institution. (e.g., Will the proposed program strengthen other programs? Will it stretch existing resources? How many of your programs at this level currently fail to meet Board of Governors' productivity criteria? Is there a danger of proliferation of low-productivity degree programs at the institution?)**

The proposed M.A. in Ethics and Applied Philosophy will not so much strengthen other programs, as it will reassure them that the courses we have been offering for them will continue to be available. Also, our proposed M.A. will not stretch resources as much as an entirely new M.A., since we already have a fifteen hour Graduate Certificate in Applied Philosophy and are offering on average three to four courses each academic year that are cross-listed in other programs.

B. Discuss potential program duplication and program competitiveness

- 1. Identify similar programs offered elsewhere in North Carolina. Indicate the location and distance from the proposing institution. Include a) public and b) private institutions of higher education.**

a) public institutions: There are no public institutions in North Carolina with programs similar to the one we propose.

b) private institutions: There are no private institutions in North Carolina with programs similar to the one we propose.

- 2. Indicate how the proposed new degree program differs from other programs like it in the University. If the program duplicates other UNC programs, explain a) why is it necessary or justified and b) why demand (if limited) might not be met through a collaborative arrangement (perhaps using distance education). If the program is a first professional or doctoral degree, compare it with other similar programs in public and private universities in North Carolina, in the region, and in the nation.**

The other graduate programs in Philosophy in the state are of a narrow, traditional degree designed largely as an entry vehicle for a Ph.D. program. The nearest similar programs to the one we propose are at the University of North Florida in Jacksonville, Florida and at Bowling Green State University in Bowling Green, Ohio. Charlotte is 350 miles from Jacksonville and 454 miles from Bowling Green. Summary information on these and related programs follows.

Bowling Green, Graduate Program in Applied Ethics: This is the most developed program that we have found; they now offer a Ph.D. in applied ethics, with concentrations available in business, medical and environmental ethics. Many of the Bowling Green program's strengths are also present at UNC Charlotte: a history of innovation in the development of applied ethics, a faculty with diverse extra-philosophical interests, a large concentration of faculty with specialization in moral and political philosophy, an atmosphere of congeniality that encourages dialogue among faculty and students, and an established program of scholars as visiting faculty or workshop speakers.

University of North Florida: This is probably the program that most resembles what is proposed, and, hence, several of North Florida's strategies have been used in structuring our program.

Indiana University Purdue University – Indianapolis (IUPUI): IUPUI has good description of the practicum they offer, and it will be used in enhancing on UNC Charlotte's PHIL 6851 Practicum in Philosophy. IUPUI's focus is much narrower than UNC Charlotte's; they concentrate on bioethics.

University of Tennessee - Knoxville: This program established a Center for Applied and Professional Ethics in 1976, and offers concentrations in Business Ethics, Environmental Ethics, and Bioethics.

C. Enrollment (baccalaureate programs should include only upper division majors, juniors, and seniors).

Show a five-year history of enrollments and degrees awarded in similar programs offered at other UNC institutions (using the format below for each institution with a similar program); indicate which of these institutions you consulted regarding their experience with student demand and (in the case of professional programs) job placement. Indicate how their experiences influenced your enrollment projections.

Program Title: 38.0101 Philosophy

University	Data	Year				
		<u>2000-01</u>	<u>2001-02</u>	<u>2002-03</u>	<u>2003-04</u>	<u>2004-05</u>
UNC-CH	Fall Enrollment	3	2	2	2	1
	Degrees awarded	4	10	13	14	4

The UNC Chapel Hill program enrollments and degrees awarded are included only because it shares the Philosophy four-digit CIP code. The UNC Chapel Hill program is dissimilar to the program proposed for UNC Charlotte.

Use the format in the chart below to project your enrollment in the proposed program for four years and explain the basis for the projections:

	Year 1 (2006-07)	Year 2 (2007-08)	Year 3 (2008-09)	Year 4 (2009-10)
Full-time	2	3	4	6
Part-time	8	9	9	9
TOTALS	10	12	13	15

Please indicate the anticipated steady-state headcount enrollment after four years:

Full-time 6 Part-time 10 Total 16

SCH production (upper division program majors, juniors and seniors *only*, for baccalaureate programs). Use the format in the chart below to project the SCH production for four years. Explain how projections were derived from enrollment projections (see UNC website for a list of disciplines comprising each of the four categories).

Year 1: 2002-03	Student Credit Hours (SCH)		
Program Category	UG	Master's	Doctoral
Category I		84	
Category II			
Category III			
Category IV			

Year 2	Student Credit Hours (SCH)		
Program Category	UG	Master's	Doctoral
Category I		108	
Category II			
Category III			
Category IV			

Year 3	Student Credit Hours (SCH)		
Program Category	UG	Master's	Doctoral
Category I		126	
Category II			
Category III			
Category IV			

Year 4	Student Credit Hours (SCH)		
Program Category	UG	Master's	Doctoral
Category I		162	
Category II			
Category III			
Category IV			

III. Program Requirements and Curriculum

A. Program Planning

- 1. List the names of institutions with similar offerings regarded as high quality programs by the developers of the proposed program.**

Bowling Green State University
 University of North Florida
 Michigan State University
 Arizona State University

- 2. List other institutions visited or consulted in developing this proposal. Also list any consultants' reports, committee findings, and simulations (cost, enrollment shift, induced course load matrix, etc.) generated in planning the proposed program.**

In Spring 2005, we plan to either visit Andrew Buchwalter at the University of North Florida or have him visit here, and Peter French at Arizona State University is scheduled to visit UNC Charlotte in April 2006. We also will do consulting with participants at the 15th Annual meeting of the Association for Practical and Professional Ethics in March 2006 in Jacksonville, Florida.

B. Admission. List the following:

- 1. Admissions requirements for proposed program (indicate minimum requirements and general requirements).**

The Department of Philosophy uses the general requirements for admission to its M.A. as those set by the Graduate School of UNC Charlotte.

General Requirements

The applicant must possess a bachelor's degree, or its equivalent, from a regionally accredited college or university.

The application package must include:

- * An application submitted to the Office of Graduate Admissions, accompanied by a \$55 application fee, which is neither deductible nor refundable.
- * An overall grade point average of at least 2.75 (based on a 4.0 scale) on all of the applicant's previous work beyond high school. The average for the junior and senior years must be a 3.0 or better. If the applicant has earned a post-baccalaureate degree, grades in that program will be taken into consideration.
- * Two official transcripts from each institution where academic work was attempted beyond high school.

The M.A. in Ethics and Applied Philosophy also requires:

- * A personal statement outlining why the applicant seeks admission to the program.
- * Letters of recommendation may also be required.

2. Documents to be submitted for admission (listing or sample).

See above.

C. Degree requirements. List the following:

- 1. Total hours required.** 30 credit hours.
- 2. Proportion of courses open only to graduate students to be required in program (graduate programs only).** All
- 3. Grades required.** A G.P.A. of 3.0 (*B*) or above is required.
- 4. Amount of transfer credit accepted.**

The policy of the Graduate School at UNC Charlotte is to accept no more than 6 hours of transfer credit. The Philosophy Department will adopt this policy.

- 5. Other requirements (e.g. residence, comprehensive exams, thesis, dissertation, clinical or field experience, second major, etc.)**

Successful completion of a Thesis or Practicum is required for the M.A. in Ethics and Applied Philosophy.

- 6. Language and/or research requirements.**

The M.A. in Ethics and Applied Philosophy will not have language or research requirements. The Graduate School at UNC Charlotte does not have such requirements, and other M.A. programs at UNC Charlotte do not have such requirements.

- 7. Any time limits for completion.**

As required by the Graduate School of UNC Charlotte, prior to starting thesis or practicum, a student in the M.A. in Ethics and Applied Philosophy will have to apply for readmission if the student has not taken any class for two years. The M.A. in

Ethics and Applied Philosophy will follow the Graduate School requirement of continuous enrollment once a student starts the M.A. thesis or practicum as the capstone of the degree. Finally, as required by the Graduate School, no courses in a student's candidacy form can be older than six years at the time of graduation.

D. List existing courses by title and number and indicate (*) those that are required. Include an explanation of numbering system. List (under a heading marked "new") and describe new courses proposed.

The Department of Philosophy already has a 15-hour Graduate Certificate Program in Applied Ethics. Ten courses have already received approval for this program and are being offered:

PHIL 6219	History of Ethical Theory
PHIL 6227	Feminist Theory and Its Applications
PHIL 6229	Health Law and Ethics
PHIL 6233	Bioethical Issues and the New Genomics
PHIL 6241	Philosophy of Education
PHIL 6246	Language and Violence
PHIL 6249	Philosophy of Technology
PHIL 6272	Idea of Human Nature
PHIL 6851	Practicum in Philosophy
PHIL 6855	Directed Readings/Research

While ten courses are minimally sufficient for a Master of Arts program, the Department of Philosophy is also developing eight further courses. These courses are:

PHIL 6aaa	Contemporary Ethical Theory
PHIL 6bbb	Ethics and International Relations
PHIL 6ccc	Business Ethics
PHIL 6ddd	Ethics of Public Policy
PHIL 6eee	Philosophical Dimensions of Privacy
PHIL 6fff	Race and Philosophy
PHIL 6ggg	Thesis
PHIL 6hhh	Foundations of Capitalism
PHIL 6iii	Scientific Integrity and the Responsible Conduct of Research in the Biomedical and Behavioral Sciences

Courses that have yet to be developed, but for which we anticipate strong demand and faculty support include:

PHIL 6jjj	Legal Ethics
PHIL 6lll	Philosophy of Race
PHIL 6lll	Environmental Ethics
PHIL 6mmm	Transportation Ethics
PHIL 6nnn	Ethics and International Politics

IV. FACULTY

- A. List the names of persons on the faculty who will be directly involved in the proposed program. Provide complete information on each faculty member's education, teaching experience, research experience, publications, and experience in directing student research, including the number of theses and dissertations directed for graduate programs. The official roster forms approved by SACS can be submitted rather than actual faculty vita.

Faculty Name	Highest Degree and Institution	Other degrees and Institutions
Croy, Marvin	Ph.D. in Philosophy, Florida State University	B.A. in Psychology, Florida State University
Eldridge, Michael	Ph. D. in Philosophy, University of Florida	M.A. Columbia University, B.D. Yale Divinity School, B.A Harding College
Fishman, Stephen	Ph.D. in Philosophy, Columbia University	M.A. Columbia University, B.A. Columbia College at Columbia University
Gay, William	Ph.D. in Philosophy, Boston College	B.A. in Philosophy, Carson-Newman College (Jefferson City, TN)
James, Robin	Ph.D. in Philosophy, DePaul University	M.A. in Philosophy, DePaul University, B.A. in Philosophy, Miami University
Kelly, Michael	Ph.D. in Philosophy, Boston University	M.A. Boston University, B.A. University of Massachusetts at Boston
Presler, Judith	Ph.D. in Philosophy, University of Oklahoma	A.B. in Philosophy, Baldwin-Wallace College (Berea, Ohio)
Rasmussen, Lisa	Ph.D. in Philosophy, Rice University	M.A. in Philosophy, Rice University, B.S. in Earth Sciences (Geology), University of California, Santa Cruz
Souffrant, Eddy	Ph.D. in Philosophy, The Graduate School and University Center, City University of New York	B.A. in Philosophy and Psychology, DePaul University
Tong, Rosemarie	Ph.D. in Philosophy, Temple University	M.A. in Philosophy, Catholic University, B.A. in German and Religious Studies, Marygrove College (Detroit, Michigan)

Marvin Croy

- Team-taught graduate course “Information Technology Ethics, Policy, and Security” twice and is teaching graduate courses on “Philosophy of Technology” and “Philosophy of Mind”
- Published twenty six refereed articles, book chapters, and reviews, two NSF funded refereed web publications, Principal Investigator on two NSF grants and Co-Principal Investigator or Senior Project Member on three NSF grants
- Serving on doctoral advisory committee (College of Education)

Michael Eldridge

- Taught or team-taught four three-hour, non-credit master's classes (for graduate students and Ph.D.s) and one UNC Charlotte graduate course in ethical theory, and as a Fulbright Scholar in Hungary in 2004 taught two courses that included graduate students
- Published one book, one 35,000-word introduction, seven book chapters and several reviews
- Organized five paper presentation sessions for national and international professional meetings; Secretary, Society for the Advancement of American Philosophy; Treasurer, International Pragmatism Society

Stephen Fishman

- Taught graduate course "Philosophy of Education" at master's and doctoral levels
- Published four books and eleven refereed journal articles; presented over twelve papers at conferences and professional meetings
- Received James N. Britton Award for Inquiry within the English Language, 1993 and 2000

William Gay

- Taught graduate course "Language and Violence" six times and directed three students in independent graduate study courses
- Published five books and over 100 refereed journal articles, book chapters, encyclopedia articles, and bibliographies and edits two book series
- Reader on seven Ph.D. Dissertations (six in Philosophy and History of Ideas at Brandeis and one in Special Education at UNC Charlotte) and fifteen M.A. Theses (one in Philosophy and the History of Ideas at Brandeis University, one in Counselor Education, one in Sociology, one in Economics, and eleven in Liberal Studies at UNC Charlotte); Co-Principal Investigator of \$6,000 Planning Grant from Council of Graduate Schools for "Professional Master's Program in Applied Philosophy at UNC Charlotte" and Co-Principal Investigator of proposed \$15,000 Responsible Conduct of Research Grant from the Council of Graduate Schools; Co-Principal Investigator of \$25,000 Implementation Grant from Council of Graduate Schools for "Professional Master's Program in Ethics and Applied Philosophy at UNC Charlotte"

Robin James

- Teaching graduate course in "Feminist Theory and Its Applications" in Fall 2006
- Published five journal articles and two reviews
- Served as graduate teaching assistant at DePaul University (2001-2002)

Michael Kelly

- Taught undergraduate/graduate courses in philosophy at Columbia University; taught graduate courses in art history at the University of Delaware
- Published one book and numerous articles, edited two books, and edited a four-volume encyclopedia

- Reader on several dissertations at Columbia and currently an external reader for dissertation at Vanderbilt; Principal Investigator of \$81,000 NSF grant on Ethics and Technology (2004-2008); former Executive Director of the American Philosophical Association; former Managing Editor of the *Journal of Philosophy*

Judith Presler

- Taught graduate course in “History of Ethical Theory”
- Published one book, several book chapters, reviews, and encyclopedia articles

Lisa Rasmussen

- Teaching graduate course in “Scientific Integrity and Responsible Conduct of Research in Biological and Behavioral Sciences” in Fall 2006 and taught Biomedical Ethics, Baylor College of Medicine (Houston), July 1999-July 2001 conducting bioethics rounds in the Medical Intensive Care Unit for residents and fellows
- Published two books, nine journal articles and book chapters, managing editor of one journal and one book series, and assistant editor of one book series
- Served on Institutional Review Board, University of Alabama at Birmingham (2004-2005), Hospital Ethics Committee, UAB Medical Center West (2003- 2004), Institutional Review Board, Baylor College of Medicine, Houston, (2001- 2002), Hospital Ethics Committee, Bayshore Hospital, Pasadena, Texas (2000-2002), and Bioethics Resource Group, Charlotte (2006-present)

Eddy Souffrant

- Taught graduate courses (Marquette University and Howard University) on “Political Philosophy,” “Text/Seminar on Nineteenth Century Philosophy,” “The Social and Political Philosophy of John Stuart Mill,” and “Conceptions of Collective Identity”
- Published one book and fourteen refereed articles, book chapters, and reviews; and presented over seventy papers at conferences and professional meetings
- Served (at Marquette University and Howard University) on Ph.D. Dissertation Committees (three), Ph.D. Comprehensive Examination Committees (five), M.A. Thesis Committee (one), Committee of Faculty Reviewers of Teaching Assistants (two years) and French Language Exam Committee (five years), and as Faculty Advisor for First-Year Graduate Students (two years)

Rosemarie Tong

- Taught graduate courses on “Health Law and Ethics”(three times), “Medicine for a New Millennium” (once), “Bioethics and Genetic Technology” (three times), and “Ethics of Public Policy” (three times)
- Published thirteen books and about one hundred fifty articles, book chapters, encyclopedia articles, and book reviews and currently serves as Director of the Center for Professional and Applied Ethics
- Reader on nine Ph.D. dissertations (two at Union Institute, one at the University of Texas Medical Branch at Galveston, one at the University of Toronto, one at the University of British Columbia, and four at UNC Charlotte) and three M.A. theses (at UNC Charlotte); Co-Principal Investigator of proposed \$15,000 Responsible Conduct of Research Grant from the Council of Graduate School; Director of \$29,000 grant

from BB&T in partnership with the Belk College of Business to enhance Business Ethics initiatives at UNC Charlotte

B. Estimate the need for new faculty for the proposed program for the first four years. If the teaching responsibilities for the proposed program will be absorbed in part or in whole by the present faculty, explain how this will be done without weakening existing programs.

Our current staffing plan calls for one new position and four replacement positions (for retirements and resignations) over this time period.

In 2005-06, we will be hiring two new Assistant Professors (both replacement positions) and one new Lecturer (new line). In 2006-07, we will hire one Associate or possibly Full Professor (a senior replacement). In 2007-08, we will hire a new Assistant Professor (new line). Since these five individuals will be hired with the needs of the new program in mind, we are confident that they will enable us to sustain the new M.A. program at a high intellectual quality.

C. If acquisition of new faculty requires additional funds, please explain where and how these funds will be obtained.

Since these positions are included in our staffing plan, the University already has these positions in its Strategic Plan.

D. Explain how the program will affect faculty activity including course load, public service and scholarly research.

The department is revising its Workload Policy. The two new Assistant Professors we are hiring will have 2/2 loads, and almost all members of the graduate faculty have 2/2 loads already. Some faculty members, including those not on the graduate faculty, will have 3/3 or 4/4 loads.

We revised our workload policy to ensure that we could attract new faculty members qualified to teach in our M.A. program (see the note above about our five new hires over the next three years). These faculty need adequate time to develop their research that will, in turn, support their graduate teaching. The entire department supported this new policy, even though teaching loads may not be reduced for all members. This is a strong sign of the department's support for the M.A. program.

Because our program is applied, the public service component of our faculty's work is built in. The reduced teaching load provides professors more time for this service (as well as for their research).

V. LIBRARY

A. Provide a general statement as to the adequacy of present library holdings for the proposed program.

At present the Atkins Library holdings are adequate to meet the basic needs of the students. Its ethics, philosophy and applied philosophy holdings will meet the expectations of the prospective students.

B. State how the library will be improved to meet program requirements for the next five years. The explanation should discuss the need for books, periodicals, reference materials, primary source materials, etc. What additional library support must be added to areas supporting the proposed program?

The burgeoning area of Applied Philosophy has not, given its current state, developed canonical texts. As these are developed and established the library despite its adequate collection will need to increase its holdings in both written and audio-visual resources. The areas of initial focus would be development ethics, international affairs and business, cultural diversity, appropriate technology.

C. Discuss the use of other institutional libraries

The research of the faculty and students to provide that documentation will depend in large part on the faculty's ability to access the existing resources of the other institutional libraries. Other institutional libraries will be used for InterLibrary Loan if the UNC Charlotte Library does not possess particular material.

VI. FACILITIES AND EQUIPMENT

A. Describe facilities available for the proposed program.

The Philosophy Department and Ethics Center are located on the first floor of Winningham Hall. The entire floor will be renovated in the spring and summer of 2006 to provide more and better-equipped offices for the Philosophy faculty, Center associates, and our new graduate students. In addition, we will design and build a new faculty and graduate student lounge (with a small library) and an office for graduate students.

B. Describe the effect of this new program on existing facilities and indicate whether they will be adequate, both at the commencement of the program and during the next decade.

Given the renovation plan described above, designed with the new graduate students in mind, we fully expect our facilities to accommodate the students entering our M.A. program in August 2006. Moreover, our long-term space plan for Winningham includes the possible addition of offices as the need arises, either for new faculty or additional students. So we believe we are well positioned to offer adequate space for the next decade to support our M.A. program.

C. Discuss any information technology services needed and/or available.

The Department currently owns an indexed database referencing published research in Philosophy. This database is CD-based and limited to years preceding 2000. This resource should be updated in order to sustain the research needs of the Department's faculty and graduate students and in particular to facilitate the teaching of research methods. The UNC Charlotte library owns only a print version of this database and provides no electronic access to it or any similar resource via any of the library's information services.

The Winningham building (which houses the Department of Philosophy and the Center for Professional and Applied Ethics) is currently in the early stages of renovation. The renovation design includes an increase in space for student centered computing. These facilities will include four networked computer workstations, a shared printer, and a scanner. Software for these computers is supplied by the University's license agreements with Microsoft and other vendors.

D. Discuss sources of financial support for any new facilities and equipment.

The Philosophy Department received a \$25,000 Implementation Grant from the Council of Graduate Schools for a Professional Master's in Ethics and Applied Philosophy with matching funds from UNC Charlotte. Half of these funds are being used in the 2005-2006 Academic Year to prepare for launching our M.A. The other half would be used during the 2006-2007 Academic Year, expected to be the first year of the M.A. program, to support initiation of the M.A.

Increase in the number of student-accessible computer workstations will be made possible by faculty retirements and by machines replaced when hiring new faculty.

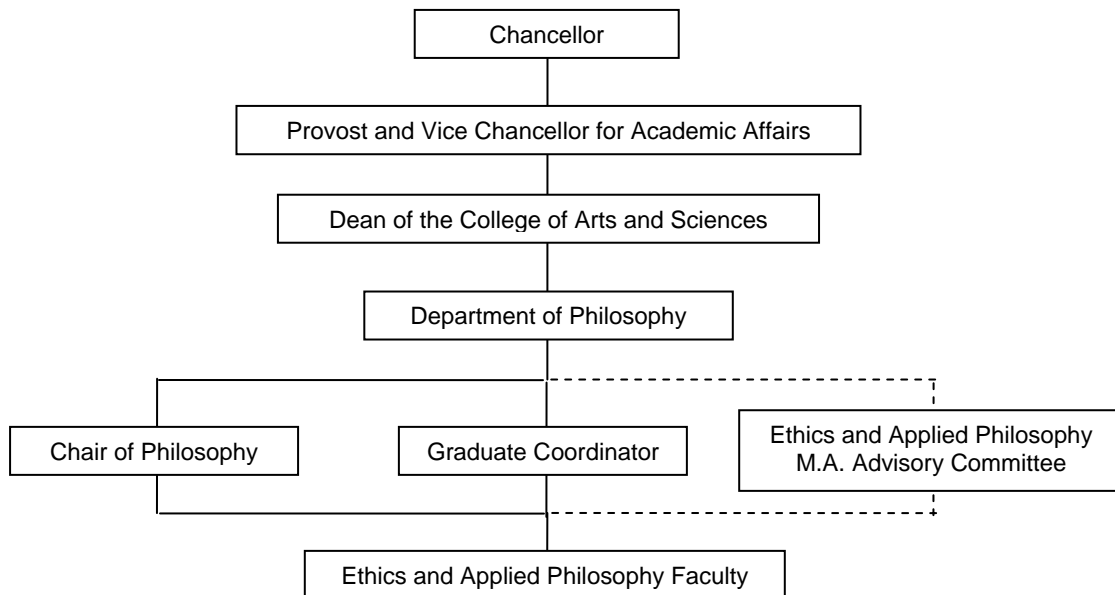
Cost of the Philosopher's Index database will be covered by the Department's annual IT equipment budget.

VII. ADMINISTRATION

Describe how the proposed program will be administered giving the responsibilities of each department, division, school, or college. Explain any inter-disciplinary or inter-unit administrative plans. Include an organizational chart showing the “location” of the proposed program.

The Department’s Chair and the Department’s Graduate Coordinator will administer the Master of Arts in Ethics and Applied Philosophy. The Department of Philosophy will specify this governance and the program structure noted above.

Master of Arts in Ethics and Applied Philosophy Organizational Chart



VIII. ACCREDITATION

Indicate the names of all accrediting agencies normally concerned with programs similar to the one proposed. Describe plans to request professional accreditation. If the proposed new degree program is at a more advanced level than those previously authorized or if it is in a new discipline division, was SACS notified of a potential “substantive change” during the planning process? If so, describe the response from SACS and the steps that have been taken to date with reference to the applicable procedure.

Not applicable.

IX. SUPPORTING FIELDS

Are other subject-matter fields at the proposing institution necessary or valuable in support of the proposed program? Is there needed improvement or expansion of these fields? To what extent will such improvement or expansion be necessary for the proposed program?

The fields of Health Behavior and Health Administration, Business, Information Technology, Public Policy, Engineering, Architecture, Art, International Studies, Women's Studies, etc., are all necessary and valuable in support of the proposed program. These programs are all robust enough to serve the purposes of our proposed program.

X. ADDITIONAL INFORMATION

Include any additional information deemed pertinent to the review of this new degree program proposal.

None

XI. BUDGET

Provide estimates (using the attached form) of the additional costs required to implement the program and identify the proposed sources of the additional required funds. Use SCH projections (section II.C.) to estimate new state appropriations through enrollment increase funds. Prepare a budget schedule for each of the first three years of the program, indicating the account number and name for all additional amounts required. Identify EPA and SPA positions immediately below the account listing. New SPA positions should be listed at the first step in the salary range using the SPA classification rates currently in effect. Identify any larger or specialized equipment and any unusual supplies requirements.

For the purposes of the second and third year estimates, project faculty and SPA position rates and fringe benefits rates at first year levels. *Include the continuation of previous year(s) costs in second and third year estimates.*

Additional state-appropriated funds for new programs may be limited. Except in exceptional circumstances, institutions should request such funds for no more than three years (e.g., for start-up equipment, new faculty positions, etc.), at which time enrollment increase funds should be adequate to support the new program. Therefore it will be assumed that requests (in the "New Allocations" columns of the following worksheet) are for one, two, or three years unless the institution indicates a continuing need and attaches a compelling justification. However, funds for new programs are more likely to be allocated for limited periods of time.

Please see Appendix A for the Summary of Estimated Additional Costs for the first three years of the program's operation. In addition, Appendix B represents the staffing plan for all operations of the Department of Philosophy.

XII. EVALUATION PLANS

All new degree program proposals and degree program track descriptions must include an evaluation plan which includes: (a) the criteria to be used to evaluate the quality and effectiveness of the program, (b) measures to be used to evaluate the program, (c) expected levels of productivity of the proposed program/track for the first four years of the program (numbers of graduates), (d) the names, addresses, and telephone numbers of at least three persons...qualified to review this proposal and to evaluate the program once operational, and (e) the plan and schedule to evaluate the proposed new degree program prior to the completion of its fifth year of operation once fully established.

A. Criteria to be used to evaluate the proposed program (not in an order of priority).

The criteria used to evaluate the program will include:

1. attracting well prepared students
2. quality of instruction
3. quality of faculty
4. producing graduates with a high retention rate (high ratio of students who begin and ones who complete the program)
5. competence of graduates
6. facilitating success of graduates in using the degree for employment or further education

B. Measures to be used to evaluate the program:

The program will be evaluated by :

1. number of students enrolled
2. scores on student course evaluations
3. annual and post tenure review of program faculty
4. number of graduates
5. graduate grade point averages
6. number of graduates who continue in Ph.D. programs or obtain jobs in part based on having a professional master's degree

C. Projected productivity levels (numbers of graduates):

We are on track to graduate a percentage varying from 1/3 of our full-time students or 1/4 of our enrolled students including part-time students.

	Year 1 (2006-2007)	Year 2 (2007-2008)	Year 3 (2008-2009)	Year 4 (2009-2010)	TOTALS
B					
M	0	3	6	6	15
I/P					
D					

D. Recommended consultants/reviewers: Names, titles, addresses, e-mail addresses, and telephone numbers. May not be employees of the University of North Carolina

Andrew Buchwalter
Associate Professor
Department of Philosophy
University of North Florida
4567 St. Johns Bluf Rd. S.
Jacksonville, FL 32224-2666
abuchwal@unf.edu
904-620-1330

Peter French
Professor
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Arizona State University
PO Box 87004
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Elizabeth Kiss
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Department of Philosophy
Duke University
201 West Duke Bldg.
PO Box 90743
Durham, NC 27708-0743
ekiss@acpub.duke.edu
919-660-3033

Brian Schrag
Executive Secretary
Association for Practical and
Professional Ethics
Indiana University
618 E. Third St.
Bloomington, IN 47405-3602
appe@indiana.edu
812-855-6450

Nancy Tuana
Professor
Department of Philosophy
Pennsylvania State
University
240 Sparks Bldg.
University Park, PA 16802-
5201
ntuana@psu.edu
814-865-6397

E. Plan for evaluation prior to sixth operational year.

Year one evaluation efforts will focus on recruitment procedures, admission procedures and student qualifications, and if changes need to be made before the second year of admissions. Course evaluation by students will continue throughout the program.

Throughout the program, regular feedback will be obtained from the Ethics and Applied Philosophy M.A. Advisory Committee (established upon initiation of the program).

Evaluation of student preparedness for research will be obtained from the faculty working with the students. The degree of preparedness will indicate whether the theoretical courses need to be modified to better prepare the students for subsequent courses.

XIII. REPORTING REQUIREMENTS

Institutions will be expected to report on program productivity after one year and three years of operation. This information will be solicited as a part of the biennial long-range planning revision.

Proposed date of initiation of proposed degree program: August 1, 2006

This proposal to establish a new program has been reviewed and approved by the appropriate campus committees and authorities.

Chancellor Philip Dubon

Date 4/20/06

Appendix A:

**Summary of Estimated Additional Costs for First Three Years of
Program Operation**

**Projected Funding for New Degree Program
Master of Arts in Ethics and Applied Philosophy
Regular Term 2006-2007
(Based on 2005-2006 Change in Student Credit Hours)**

Program Category	Change in Student Credit Hours			Instructional - Position Funding Factors			Instructional Positions Required		
	Undergrad	Masters	Doctoral	Undergrad	Masters	Doctoral	Undergrad	Masters	Doctoral
Category I				708.64	169.52	115.56	0.000	0.000	0.000
Category II				535.74	303.93	110.16	0.000	0.000	0.000
Category III				406.24	186.23	109.86	0.000	0.000	0.000
Category IV				232.25	90.17	80.91	0.000	0.000	0.000

Fringe rates for staff
FICA @ 7.65%
Retirement @ 06.82%
Medical @ \$3,748

Fringes for faculty salaries
FICA @ 7.65%
Retirement @ 11.16%
Medical @ \$3,748

\$0
 \$0
 \$0

 \$0

Total Positions Required	0.000
Instructional - Position Salary Rate (FY 02)	\$67,481
101-1310 Instructional Salary Amount	\$0
Other Academic Costs 44.89300%	0
Purpose 101 Total Academic Requirements	\$0
Purpose 151 Library 11.48462%	0
Purposes 152, 160, 170 180 General Instit Support 54.04980%	0
Neg Adj Factor 50.00000%	n/a
In-state SCHs 0	
Financial Aid (in-state) 67.99800%	0
Total Requirements	\$0

SUMMARY OF ESTIMATED ADDITIONAL COSTS FOR PROPOSED PROGRAM/TRACK

Institution UNC Charlotte Date April 10, 2006
 Program (API#, Name, Level) 38.0103 Ethics and Applied Philosophy
 Degree(s) to be Granted Master of Arts Program Year 2006-07

ADDITIONAL FUNDING REQUIRED - BY SOURCE

	Reallocation of Present Institutional Resources	Enrollment Increase Funds	Federal/State or Other Non-state Funds (Identify)	New Allocations	Total
101 Regular Term Instruction					
1210 SPA Regular Salaries					\$0
1110 EPA Non-teaching Salaries					0
1310 EPA Academic Salaries	8,000	0	0		8,000
Graduate Assistants (1 @ \$8,000)	8,000				
1810 Social Security	612		0		612
1820 State Retirement	0				0
1830 Medical Insurance (3432*X)	0				0
2000 Supplies and Materials	1,000				1,000
2300 Educational Supplies	500				500
2600 Office Supplies	500				500
3000 Current Services	1,200				1,200
3100 Travel	400				
3200 Communications	400				
3400 Printing & Binding	400				
5000 Capital Outlay (Equipment)	0				0
5100 Office Equipment	0				
5200 EDP Equipment	0				
TOTAL Regular Term Instruction	\$10,812	\$0	\$0	\$0	\$10,812
151 Libraries					
5000 Capital Outlay (Equipment)		0			0
5600 Library Book/Journal					
TOTAL Libraries	\$0	\$0	\$0	\$0	\$0
189 General Institutional Support					
2000 Supplies and Materials					0
2600 Office Supplies					
3000 Current Services					0
3200 Communications					
3400 Printing & Binding					
5000 Capital Outlay (Equipment)					0
5100 Office Equipment					
5200 EDP Equipment					
TOTAL General Inst. Support	\$0	\$0	\$0	\$0	\$0
999 Multiactivity					
0123 Non-Resident Graduate Assistant Tuition Waivers	\$3,600	\$0	\$0	\$0	3,600
TOTAL ADDITIONAL COSTS	\$14,412	\$0	\$0	\$0	\$14,412

NOTE: Accounts may be added or deleted as required.

**Projected Funding for New Degree Program
 Master of Arts in Ethics and Applied Philosophy
 Regular Term 2007-2008
 (Based on 2006-2007 Change in Student Credit Hours)**

Program Category	Change in Student Credit Hours			Instructional - Position Funding Factors			Instructional Positions Required		
	Undergrad	Masters	Doctoral	Undergrad	Masters	Doctoral	Undergrad	Masters	Doctoral
Category I		84		708.64	169.52	115.56	0.000	0.496	0.000
Category II				535.74	303.93	110.16	0.000	0.000	0.000
Category III				406.24	186.23	109.86	0.000	0.000	0.000
Category IV				232.25	90.17	80.91	0.000	0.000	0.000

Fringe rates for staff
 FICA @ 7.65%
 Retirement @ 06.82%
 Medical @ \$3,748

Fringes for faculty salaries
 FICA @ 7.65%
 Retirement @ 11.16%
 Medical @ \$3,748

	\$2,471
	\$3,605
	\$1,857
	<hr/>
	\$7,933
	<hr/>

Total Positions Required	0.496
Instructional - Position Salary Rate (FY 02)	\$65,191
101-1310 Instructional Salary Amount	\$32,303
Other Academic Costs 44.89300%	14,502
Purpose 101 Total Academic Requirements	\$46,805
Purpose 151 Library 11.48462%	5,375
Purposes 152, 160, 170 180 General Insttit Support 54.04980%	25,298
Neg Adj Factor 50.00000%	n/a
In-state SCHs 0	
Financial Aid (in-state) 67.99800%	0
Total Requirements	\$77,478

SUMMARY OF ESTIMATED ADDITIONAL COSTS FOR PROPOSED PROGRAM/TRACK

<i>Institution</i>	UNC Charlotte			<i>Date</i>	April 10, 2006	
<i>Program (API#, Name, Level)</i>	38.0103 Ethics and Applied Philosophy					
<i>Degree(s) to be Granted</i>	Master of Arts			<i>Program Year</i>	2007-08	
ADDITIONAL FUNDING REQUIRED - BY SOURCE						
	Reallocation of Present Institutional Resources	Enrollment Increase Funds	Federal/State or Other Non-state Funds (Identify)	New Allocations	Total	
101 Regular Term Instruction						
1210 SPA Regular Salaries						\$0
1110 EPA Non-teaching Salaries						0
1310 EPA Academic Salaries	0	32,303	0			32,303
Lecturers		24,303				
Graduate Assistants (1 @ \$8,000)		8,000				
1810 Social Security	0	2,471	0			2,471
1820 State Retirement		3,605				3,605
1830 Medical Insurance		1,857				1,857
2000 Supplies and Materials		2,250				2,250
2300 Educational Supplies		1,250				
2600 Office Supplies		1,000				
3000 Current Services		2,325				2,325
3100 Travel		1,000				
3200 Communications		500				
3400 Printing & Binding		825				
5000 Capital Outlay (Equipment)		1,994				1,994
5100 Office Equipment		250				
5200 EDP Equipment		1,744				
TOTAL Regular Term Instruction	\$0	\$46,805	\$0	\$0		\$46,805
151 Libraries						
5000 Capital Outlay (Equipment)		5,375				5,375
5600 Library Book/Journal		5,375				
TOTAL Libraries	\$0	\$5,375	\$0	\$0		\$5,375
189 General Institutional Support						
2000 Supplies and Materials		8,400				8,400
2600 Office Supplies		8,400				
3000 Current Services		8,400				8,400
3200 Communications		4,200				
3400 Printing & Binding		4,200				
5000 Capital Outlay (Equipment)		8,498				8,498
5100 Office Equipment		4,200				
5200 EDP Equipment		4,298				
TOTAL General Inst. Support	\$0	\$25,298	\$0	\$0		\$25,298
TOTAL ADDITIONAL COSTS	\$0	\$77,478	\$0	\$0		\$77,478

NOTE: Accounts may be added or deleted as required.

**Projected Funding for New Degree Program
Master of Arts in Ethics and Applied Philosophy
Regular Term 2008-2009
(Based on 2007-2008 Change in Student Credit Hours)**

Program Category	Change in Student Credit Hours			Instructional - Position Funding Factors			Instructional Positions Required		
	Undergrad	Masters	Doctoral	Undergrad	Masters	Doctoral	Undergrad	Masters	Doctoral
Category I		24		708.64	169.52	115.56	0.000	0.142	0.000
Category II				535.74	303.93	110.16	0.000	0.000	0.000
Category III				406.24	186.23	109.86	0.000	0.000	0.000
Category IV				232.25	90.17	80.91	0.000	0.000	0.000

Fringe rates for staff
 FICA @ 7.65%
 Retirement @ 06.82%
 Medical @ \$3,748

Fringes for faculty salaries
 FICA @ 7.65%
 Retirement @ 11.16%
 Medical @ \$3,748

\$706
\$1,030
\$531
<hr/>
\$2,267

Total Positions Required	0.142
Instructional - Position Salary Rate (FY 02)	<u>\$65,191</u>
101-1310 Instructional Salary Amount	\$9,229
Other Academic Costs 44.89300%	<u>4,143</u>
Purpose 101 Total Academic Requirements	\$13,372
Purpose 151 Library 11.48462%	1,536
Purposes 152, 160, 170 180 General Instit Support 54.04980%	7,228
Neg Adj Factor 50.00000%	n/a
In-state SCHs 0	
Financial Aid (in-state) 67.99800%	<u>0</u>
Total Requirements	<u>\$22,136</u>

SUMMARY OF ESTIMATED ADDITIONAL COSTS FOR PROPOSED PROGRAM/TRACK

Institution		UNC Charlotte		Date		April 10, 2006	
Program (API#, Name, Level)		38.0103 Ethics and Applied Philosophy		Program Year		2008-09	
Degree(s) to be Granted		Master of Arts					
ADDITIONAL FUNDING REQUIRED - BY SOURCE							
	Reallocation of Present Institutional Resources	Enrollment Increase Funds	Federal/State or Other Non-state Funds (Identify)	New Allocations	Total		
101 Regular Term Instruction							
1210 SPA Regular Salaries							\$0
1110 EPA Non-teaching Salaries							0
1310 EPA Academic Salaries	49,771	9,229	0				59,000
New Assistant Professor	41,771	9,229					
Graduate Assistant (1 @ 8,000)	8,000						
1810 Social Security	3,807	706	0				4,513
1820 State Retirement	4,380	1,030					5,410
1830 Medical Insurance	2,947	531					3,478
2000 Supplies and Materials		576					576
2300 Educational Supplies		326					
2600 Office Supplies		250					
3000 Current Services		1,050					1,050
3100 Travel		400					
3200 Communications		400					
3400 Printing & Binding		250					
5000 Capital Outlay (Equipment)		250					250
5100 Office Equipment		250					
5200 EDP Equipment							
TOTAL Regular Term Instruction	\$60,905	\$13,372	\$0	\$0			\$74,277
151 Libraries							
5000 Capital Outlay (Equipment)		1,536					1,536
5600 Library Book/Journal		1,536					
TOTAL Libraries	\$0	\$1,536	\$0	\$0			\$1,536
189 General Institutional Support							
2000 Supplies and Materials		2,400					2,400
2600 Office Supplies		2,400					
3000 Current Services		2,400					2,400
3200 Communications		1,200					
3400 Printing & Binding		1,200					
5000 Capital Outlay (Equipment)		2,428					2,428
5100 Office Equipment		500					
5200 EDP Equipment		1,928					
TOTAL General Inst. Support	\$0	\$7,228	\$0	\$0			\$7,228
TOTAL ADDITIONAL COSTS	\$60,905	\$22,136	\$0	\$0			\$83,041

NOTE: Accounts may be added or deleted as required.

Appendix B:

Department of Philosophy Staffing Plan

Faculty Staffing Plan 2004-2009

Department/Unit: Department of Philosophy

Staffing Plan	2004-05	2005-06	2006-07	2007-08	2008-09
Tenure Track	1 Professor as Chair (to replace Kaplan retirement) to begin 05-06 AY	1 Assistant (to replace Quinn resignation) to begin 06-07 AY	1 Assistant (to replace Coleman resignation) to begin 07-08 AY	1 Assistant (to replace Lincourt) 1 Associate or Full (for growth) to begin 08-09 AY	1 Assistants (to replace Toenjes) to begin 09-10 AY
Non-Tenure Track Full-time	1 (instruction) one-year Lecturer (to replace Quinn resignation) for 05-06 AY	1 (instruction) one-year Lecturer (to replace Coleman resignation) for 06-07 AY	1 (instruction) renewable Lecturer (for growth) to begin 07-08 AY 1 (instruction) one-year Lecturer (to replace Lincourt retirement) for 07-08 AY	1 (instruction) one-year Lecturers (to replace Toenjes retirements) for 08-09 AY	1 (instruction) renewable Lecturer (to replace Eldridge retirement) to begin 09-10 AY
Non-Tenure Track Part-time	6 (instruction) part-time each teach 1-4 sections for a total of 16-18 courses	6 (instruction) part-time each to teach 1-4 sections for a total of 16-18 courses	6 (instruction) part-time each to teach 1-4 sections for a total of 16-18 courses	6 (instruction) part-time each to teach 1-4 sections for a total of 16-18 courses	6 (instruction) part-time each to teach 1-4 sections for a total of 16-18 courses
Graduate Assistants	2 GAA (1 in Fall 04 from GS as CGS PG match; 1 in Spring 05 from AA for Summer Institute) 2 GRA (in Spring 05 from GS for RCR initiative)	1 GRA and tuition waiver (from GS as match if CGS IG is funded)	1 GRA and tuition waiver (from GS as match if CGS IG is funded)	1 GRA and tuition waiver (from GS as match if external grant is funded or for growth in expected M.A.)	1 GRA and tuition waiver (from GS as match if external grant funded or for growth in expected M.A.)
Special Appointments Non-Tenure Track	1 Scholar-in- Residence (for 05-06 AY if our Fulbright proposal is funded as expected)		1 Scholar-in- Residence (for 07-08 AY if our planned proposal to Fulbright is awarded)	1 Visiting Instructor (for marketing to enrich appeal of expected M.A.) to begin 08-09 AY	

Abbreviations:

CGS = Council of Graduate Schools
GS = Graduate School
GAA = Graduate Administrative Assistantship
RCR = Responsible Conduct of Research

PG = Planning Grant
AA = Academic Affairs
GRA = Graduate Research Assistantship

IG = Implementation Grant
AY = Academic Year

Appendix C:

Letters of Support



UNC CHARLOTTE

The University of North Carolina at Charlotte
9201 University City Boulevard
Charlotte, NC 28223-0001

Office of Academic Affairs
704/687-2224

January 3, 2005

Dr. William Gay
Dr. Eddie Souffrant
Department of Philosophy
UNC Charlotte
Charlotte, NC 28223

Dear Bill and Eddie,

I am delighted to learn of your application for a grant to develop a professional master's degree in ethics and applied philosophy. The program that you have outlined supports the University's goals for continued development of graduate education in all areas. As the only research university in the rapidly growing Charlotte region, we continue to respond to a high demand for advanced degrees.

The response of the community to the work of the UNC Charlotte Center for Professional and Applied Ethics provides an excellent indication of the need for advanced education in applied philosophy. I have been amazed by the popularity of the Center's programs such as the Barnhardt seminar for mid-level business executives and the Center's regular seminar series and meetings. The major financial and health care institutions headquartered in Charlotte clearly appreciate the efforts that you and your colleagues have made to provide programming. Even newly arrived corporations in Charlotte, such as General Dynamics, have come to the university for programs in business ethics. I anticipate that this demand will increase and that major corporations will increasingly seek to have in-house professionals to meet their needs for ethics education.

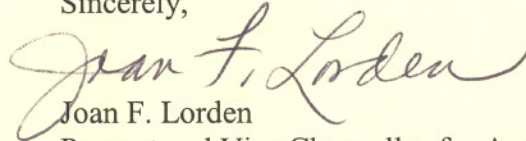
UNC Charlotte has already had considerable success with professional master's programs such as those in mathematical finance and cybersecurity. Their importance is widely recognized. The faculty review and reward systems have already incorporated these programs successfully and those involved in the ethics and applied philosophy will also be given appropriate recognition and rewards for their participation.

The University will continue to support the work of the program through provision of space, faculty lines commensurate with enrollment, and graduate assistant support. We currently have two endowed positions in ethics and we will continue to seek private funds to support your efforts in ethics and applied

philosophy. My office will, of course, provide you with whatever assistance is needed when you submit your degree proposal to the UNC System office.

You have my strongest endorsement for your efforts and I wish you great success in establishing your program.

Sincerely,

A handwritten signature in cursive script that reads "Joan F. Lorden". The signature is written in dark ink and is positioned above the printed name and title.

Joan F. Lorden

Provost and Vice Chancellor for Academic Affairs

JFL:bg



UNC CHARLOTTE

The University of North Carolina at Charlotte
9201 University City Boulevard
Charlotte, NC 28223-0001

Office of the
Associate Provost
for Graduate Programs and
Dean of the Graduate School

December 16, 2004

704/687-3372
FAX 704/687-3279

Dr. Les Sims
Council of Graduate Schools
Professional Master's Degrees
One Dupont Circle, NW, Suite 430
Washington, D.C. 20036

Dear Dr. Sims:

Enclosed you will find a completed application from the University of North Carolina Charlotte for a CGS/Ford Foundation Professional Master's Initiative in Social Sciences and Humanities. Along with the proposal, we have also enclosed a letter of support and endorsement from our Provost, Dr. Joan Lorden.

I also wish to confirm the commitment from the Graduate School in the form of matching funds for graduate assistantships to help accomplish the goals of the implementation. We are very excited about this initiative and appreciate the opportunity to participate. If you have questions about any aspect of our proposal, I will be pleased to respond at your convenience.

Thank you.

Sincerely,

Tom Reynolds
Associate Provost for Graduate Programs and
Dean of the Graduate School



UNC CHARLOTTE

The University of North Carolina at Charlotte
9201 University City Boulevard
Charlotte, NC 28223-0001

College of Arts and Sciences
Office of the Dean
Telephone: (704) 687-4303

November 29, 2005

Dr. Joan Lorden
Provost and Vice Chancellor
UNC Charlotte

Dear Dr. Lorden:

I fully endorse the proposal to plan a Master of Arts degree in Applied Philosophy, which the Department of Philosophy is submitting to the General Administration of the UNC System for approval. The proposed program is a natural outgrowth of the Philosophy faculty's expertise in the area of applied philosophy and applied ethics. The Department currently offers a cluster of graduate courses in applied ethics, as well as a Graduate Certificate Program in Applied Ethics. This curriculum provides a sound foundation for the planned graduate program.

An additional strength to this proposal is the presence of the Center for Professional and Applied Ethics, a vibrant center that interacts with a variety of community agencies and businesses in the region. The College of Arts and Sciences has supported the operation of this Center and assisted in its funding for almost a decade. Under the auspices of the Center, UNC Charlotte philosophy professors regularly interact with area professionals in health care, biomedical research, legal services, public administration, and corporate businesses. Because UNC Charlotte's philosophy professors have so many connections with professionals in Charlotte and in the surrounding community, a broad range of community experiences will be available to students enrolled in the proposed degree program.

The Department of Philosophy has put together a strong academic program, which it is ready to implement. I give it my full endorsement.

Sincerely,

Nancy A. Gutierrez
Dean

NAG/kag



UNC CHARLOTTE

The University of North Carolina at Charlotte
9201 University City Boulevard
Charlotte, NC 28223-0001

College of Arts and Sciences
Office of the Dean
Telephone: (704) 687-4303

December 22, 2004

Dr. Les Sims
Council of Graduate Schools
One Dupont Circle, NW, Suite 430
Washington, DC 20036-1173

Dear Dr. Sims:

I fully endorse the MA in Applied Philosophy that the Department of Philosophy will submit to the General Administration of the UNC System for approval to plan, the first step in gaining approval to implement a new graduate program. The proposed program firmly rests on the considerable strengths of the Philosophy Department in the area of applied philosophy. The Philosophy unit has assembled a core group of faculty members with expertise in applied ethics. These faculty members have developed a cluster of graduate courses in applied ethics and initiated a Graduate Certificate Program in Applied Ethics, which provides a sound foundation for the planned graduate program.

The College of Arts and Sciences supported the establishment and operation of the Center for Professional and Applied Ethics and assisted in its funding for almost a decade. The Center has been a vehicle for a range of outreach activities related to applied ethics. Under the auspices of the Center, UNC Charlotte philosophy professors regularly interact with area professionals in health care, biomedical research, legal services, public administration, and corporate businesses. Because UNC Charlotte's philosophy professors have so many connections with professionals in the broader community, the Philosophy unit will be able to incorporate a broad range of community experiences into the proposed degree program.

The Department of Philosophy has a well formulated plan, and it is ready to implement that plan.

Sincerely,

Schley R. Lyons
Dean

SRL/kag



UNCC[®] CHARLOTTE

The University of North Carolina at Charlotte
9201 University City Boulevard
Charlotte, NC 28223-0001

November 30, 2005

Department of Philosophy
Telephone: 704/687-2161
FAX: 704/687-2172

Nancy Gutierrez, Dean
College of Arts and Sciences
University of North Carolina at Charlotte
9201 University City Boulevard
Charlotte, NC 28223

Dear Dean Gutierrez,

I wish to express my full, unqualified support for the August 2006 implementation of the Philosophy Department's Master's Program in Ethics and Applied Philosophy. The program has been planned well and is thus ready for implementation.

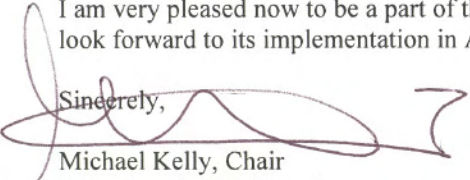
This new M.A. is an important development for the Philosophy Department, the College of Arts and Sciences, and the University of North Carolina at Charlotte. But I believe it is also important for the Charlotte community and the profession of philosophy.

It is important for the Department because it is the intellectual culmination of the development of ethics and applied philosophy within our curriculum. We have an applied as well as a traditional major, and we also have a Graduate Certificate Program in Applied Ethics. Both of these have been very popular with traditional students and those in the Charlotte workforce already, for they recognize how integral ethics is to the academic and work environments. When the Advising Board for the new M.A. was formed, Professors William Gay and Eddy Souffrant made sure that representatives from the Charlotte community were included so that their needs and interests would be reflected in the content (not just the marketing) of the program. This involvement is a model for other academic programs in the College of Arts and Sciences that want to establish and nurture intellectual relations between the University and the Charlotte community. These relations are vital to the long-term success of the College and University, and they are consistent with the Administration's vision for the future of UNC Charlotte.

This program will be good for the philosophy profession as well because it will train students to explore the interdisciplinary and practical potential of philosophy. Philosophy just is central to other disciplines and activities, which means that the profession cannot prosper without recognizing this. I believe that philosophy will have a new model for growth because of the leadership that those planning the new M.A. program have already exhibited. Since I just arrived at UNC Charlotte, I was not part of this planning, but I was aware of it when I was still the Executive Director of the American Philosophical Association. It was from that perspective that I first came to appreciate and admire the efforts of the Philosophy Department faculty to develop a new, innovative program in ethics that I believe will serve as a model for other departments -- on campus, in Charlotte, and around the country.

I am very pleased now to be a part of the new M.A. Program in Ethics and Applied Philosophy and thus look forward to its implementation in August 2006.

Sincerely,



Michael Kelly, Chair
Department of Philosophy



Department of Philosophy
Telephone: 704/687-2161
FAX: 704/687-2172

December 14, 2004

Dr. Les Sims
Council of Graduate Schools
Professional Master's Degrees
One Dupont Circle, NW, Suite 430
Washington, D.C. 20036

Dear Dr. Sims:

I write to affirm the enthusiastic commitment of the UNC Charlotte Philosophy Department to move ahead with implementing a professional masters program in Philosophy. We wholeheartedly support the proposal to the Council of Graduate Schools prepared by our Graduate Coordinator, Dr. William C. Gay.

Eight members of our philosophy department are currently appointed to the Graduate Faculty. These eight faculty contribute courses to our Certificate Program in Applied Ethics, and all are committed to regularly teaching and advising in a professional masters program.

Since receiving the planning grant from the Council of Graduate Schools last year, the Philosophy Department has completed the feasibility study required by our university system. The study represented the collective work of our faculty in learning about community and campus needs, and envisioning the best use of our resources to deliver a professional masters program.

Our commitment to using philosophy to serve the professional community is evident in our Graduate Certificate Program in Applied Ethics, which is about to begin its third year of serving students. Our commitment to moving ahead with a full masters program is demonstrated by the fact that we have submitted our feasibility study to the Dean, and are ready to send the revised version through the university approval process for implementation. We fully expect to receive approval for this program, which is consistent with UNC Charlotte's mission as an urban research and service university.

Sincerely,

Laura Duhan Kaplan
Professor and Chair



UNC CHARLOTTE

The University of North Carolina at Charlotte
9201 University City Boulevard
Charlotte, NC 28223-0001

November 23, 2004

Dr. Les Sims
Council of Graduate Schools (Professional Master's)
One DuPont Circle, NW, Suite 430
Washington, D.C. 20036-1173

Center for Professional
and Applied Ethics
704/687-3542
Fax: 704/687-6943
rotong@email.uncc.edu

Dear Dr. Sims:

I am in full support of the Department of Philosophy implementing its plans for a Master of Arts in Ethics and Applied Philosophy. I give this endorsement both as a tenured distinguished professor in the Department of Philosophy and as Director of UNC Charlotte's Center for Professional and Applied Ethics. The Center consists of 35 Faculty Associates from a wide variety of disciplines including Criminal Justice, Political Science, Engineering, Psychology, Software and Information Systems, Biology, Family and Community Nursing, Philosophy, Physics and Optical Science, Finance and Business Law, Reading and Elementary Education, Health Behavior and Administration, Computer Science, Business Administration, Health and Human Services, Sociology and Anthropology, Marketing, and Architecture. It is bolstered by 32 Center Advisors, among whom are a district judge, the district attorney, several top area health care administrators, the director of Charlotte's Bioethics Resource Group, the former president of the Mecklenburg County Medical Society, several prestigious area attorneys, the former County Manager, leading members of the clergy, a news editor, and several bank executives. The Center brings national speakers to campus, conducts a series of luncheon/workshops, and hosts a series of programs for UNC Charlotte Channel 22 television. All of these events are ethics related.

Among the Center's most committed supporters has been the Department of Philosophy. The Center believes that the Department of Philosophy's proposed M.A. would bolster the Center's five-fold mission:

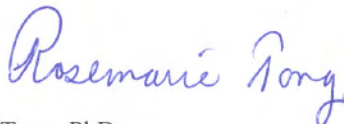
1. To serve as a focus point where university students can examine the ethical issues embedded in the professions for which they are being trained.
2. To help develop ethics-related curricular initiatives, particularly interdisciplinary ones among the professional schools.
3. To increase ethics-related research collaboration and conference/seminar/workshop interactions among the faculty.
4. To involve regional and national members of the professions in the Center's activities, both for their own growth as morally-aware persons and the sharing of their moral concerns, dilemmas, and experiences with students and faculty.
5. To offer ethics-related services to local and regional professionals who express a need for ethics consultations or education.

The Center already invites all of the Department of Philosophy's Graduate Certificate Program in Applied Ethics students to its events. Philosophy's five-course Certificate Program provides an excellent credential for a wide variety of professionals including compliance officers, chairs and members of hospital ethics committees, chairs and members of institutional review boards, human resource personnel, diversity

officers, and the like. Most recently, the Center has worked with the Department of Philosophy to introduce more ethics courses into the graduate curriculum. Although the Center is continually besieged to get more ethics into the curriculum, it has no curriculum of its own and relies on departments such as Philosophy to implement its curricular ideas. Currently, UNC Charlotte's Graduate School is funding a large-scale curricular project on Scientific Integrity and the Responsible Conduct of Research in the Biomedical and Behavioral Sciences. William Gay, (past Chair and incoming Interim Chair of the Department of Philosophy) and I will head the project which involves the 1) the Department of Biology's Interdisciplinary Ph.D.; 2) the Department of Health Behavior and Administration's Masters of Health Administration, Masters in Health Promotion, and proposed Ph.D. in Health Services Research; 3) the Department of Psychology's Masters in Clinical Community Psychology and planned Ph.D. in Health Psychology; 4) the Department of Kinesiology's Certificate Program in Clinical Exercise Physiology and proposed Master's in Clinical Exercise Physiology; 5) the Department of Philosophy's in Applied Ethics and proposed Masters in Ethics and Applied Philosophy; 6) UNC Charlotte's Institutional Review Board and Health Services Research Academy. Later, the Center hopes to help develop courses that deal with similar issues in the social sciences, education, and many of the humanities.

I do not believe that universities, particularly universities that are directly accountable to the public, should develop M.A. programs just because it is the "thing" to do. I am, however, committed to developing programs shaped to meet regional and area needs, and there is a MANIFEST and MAJOR need for higher education in ethics in the Piedmont area. UNC Charlotte is ideally positioned to develop an M.A. in Ethics and Applied Philosophy. We are in the process of hiring a new Chair. The applicant pool is excellent. I am very active in the profession and am delighted by the fact that some of the leading persons in applied ethics are in our applicant pool. The new Chair will have the opportunity to make several new hires and to shape with the present department a premier program in Ethics and Applied Philosophy. One of the reasons I left my previous well-feathered position at Davidson College, was to participate in such an endeavor. I want to be part of a meaningful project that results in high-quality graduate level ethics training not only for aspiring academicians but also for professionals who routinely meet serious ethical challenges in their everyday lives. I sincerely hope that UNC Charlotte's Department of Philosophy is given the "green light" to implement its high-caliber and sorely-needed M.A. in Applied Ethics and Philosophy.

Sincerely,



Rosemarie Tong, PhD
Distinguished Professor in Health Care Ethics
Department of Philosophy
Director
Center for Professional and Applied Ethics



Carolinan Medical Center

Suzanne H. Freeman

President

December 10, 2004

Rosemarie Tong, Ph.D.
Distinguished Professor in Health Care Ethics
Director, Center for Professional and Applied Ethics
The University of North Carolina at Charlotte
9201 University City Boulevard
Charlotte, NC 28223-0001 USA

Dear Dr. Tong:

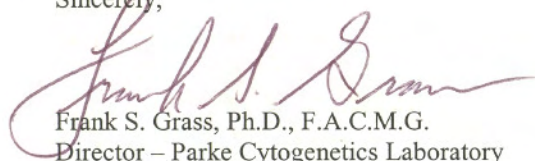
I am writing this letter to express support for the Department of Philosophy of the University of North Carolina at Charlotte and its proposed Master of Arts degree in Applied Ethics and Philosophy.

The need for individuals with advanced knowledge and training in ethical thought becomes constantly apparent from many aspects of existence. I serve on the ethics committee at Carolinas Medical Center and see an average of 25-30 cases each year in which patients and their physicians seek advice as to the proper course of action to take in healthcare decisions. These questions arise in both "end of life" and "beginning of life" situations. The impact of technological advances such as artificial life support including mechanical breathing devices, "tube" feeding, intravenous hydration, and antibiotic therapy insure that some families are going to be faced with decisions of termination of life support. The availability of in vitro fertilization, sperm donation, oocyte donation, surrogate mothering, and the exponential increases in the number of genetic disorders that can be diagnosed insure that individuals and couples will face ethical dilemmas in "beginning of life" decisions. Presently there are few individuals trained in ethical decision making processes who can provide guidance and counsel to people facing these decisions. Although hospitals are required to have an institutional ethics committee or similar mediating body, few outside of university medical centers have the advantage of having trained ethicists. Training programs to provide a body of knowledgeable individuals to meet the demands imposed by technology in the future are essential.

Medical ethics is the area I am most familiar with, but it is just one of the many areas where ethical expertise is needed. Clearly the globalization of economies, the multicultural blending of communities and high-speed data processing and communication increase the opportunity for conduct that requires knowledgeable public scrutiny. The examples of Enron, Martha Stewart, Mutual fund scandal, use of enhancement drugs by athletes are just the "the tip of the iceberg" of ethics gone awry and are further examples that demonstrate the need for training in ethics as would be provided by the MS in Applied Ethics of the Department of Philosophy at University of North Carolina at Charlotte.

With increased public knowledge of the need for ethics in decision-making, there is demand for a curriculum of this nature. Our ethics committee has already had one of its members leave to enroll in courses to enhance her knowledge and abilities in medical ethics issues. I urge support for this program.

Sincerely,



Frank S. Grass, Ph.D., F.A.C.M.G.
Director - Parke Cytogenetics Laboratory



Carolinan Medical Center

Department of Family Practice

704-446-7750 Administration

704-446-7700 Education

704-446-7755 Behavioral Medicine

704-446-7735 Research

December 1, 2004

Rosemarie Tong, Ph.D., Director
Center for Professional and Applied Ethics
UNC Charlotte
9201 University City Blvd.
Charlotte, NC 28223-0001

Dear Dr. Tong:

It is a pleasure to write to you in support of the Philosophy Department of UNC Charlotte's proposed Masters Program in Applied Ethics and Philosophy. My time on the Center for Professional and Applied Ethics Board has given me the opportunity to interact on a regular basis with the diverse faculty at UNCC who would be contributing to this program on a regular basis. I believe that the healthcare community would benefit greatly from the availability of individuals who have backgrounds in business, public policy, engineering and many other fields who have additional training in the ethical issues which are so important to addressing issues in healthcare in the 21st century.

I anticipate that the job opportunities for such specially trained individuals would be wide. I would be willing to host such individuals in clinical placements that might be a part of this Masters degree and I know that many of my colleagues in medicine would look forward to working with them both as students and as graduates. In my twenty-five years in Charlotte, this is one of the most innovative, useful initiatives I have ever seen proposed.

If there is any further information which I can provide, please let me know.

Sincerely,

A handwritten signature in cursive script that reads "Darlyne Menscer".

Darlyne Menscer, MD
Director of Geriatric Education
CMC Department of Family Medicine

DM/gr



BIOETHICS
RESOURCE
GROUP, LTD

November 29, 2004

Rosemarie Tong, Ph.D.
Director, Center for Professional and Applied Ethics
UNC Charlotte
9201 University City Boulevard
Charlotte, NC 28223-0001

Dear Dr. Tong:

The proposed M.A. in Applied Ethics and Philosophy at UNC Charlotte is a long awaited dream of colleagues in the field of healthcare in the Piedmont region of North Carolina and Upstate region of South Carolina. As you know from our discussions hardly a month goes by that we do not receive a call from a physician, healthcare administrator, nurse, clergy, geneticists and a variety of other healthcare providers asking for a list of Master programs in ethics within driving distance.

The MA in Applied Ethics will give above professionals the ability to fill an academic void so many of them feel they have as they try to provide healthcare in a just and ethical way. The technological advances in healthcare have advanced far more rapidly than our moral and ethical structure for dealing with possibilities. A graduate program such as the one proposed at UNC Charlotte would allow professionals the opportunity to explore the critical issues in medicine and healthcare facing our society today and lead their respected professions in developing frameworks within which to address these complex problems.

The community will only be stronger with the implementation of this graduate program. The Bioethics Resource Group looks forward with great hope for the start of this program.

Sincerely,



Jean Cochrane
Executive Director

December 14, 2004

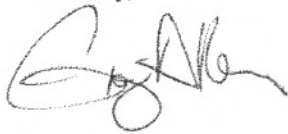
Greg Allen
President
Cirrus Medical Staffing
2725 Water Ridge Pkwy
Suite 160
Charlotte, NC 28217

Dr. William Gay:

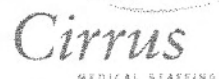
My name is Greg Allen and I am the President of Cirrus Medical Staffing, LLC, located in Charlotte, NC. We supply travel medical professionals to hospitals throughout the entire US. During the spring of 2004, we interviewed candidates for a Recruitment Assistant position with our organization. Of the many candidates that we interviewed, we were particularly drawn to one candidate in particular, Leslie Dean. Not only did she have the personal characteristics that we look for, she had a path in her education that made her a good choice for us.

One of the most attractive educational benefits that Leslie would bring to our organization is her graduate certificate in Applied Ethics. With our orientation to Human Resources coupled with stringent policy/procedural compliances that we adhere to through The Joint Commission of Accreditation for Hospital Organizations, she was what we categorize (and can rarely classify) as a "perfect addition" to our staff. Her job consists of many vital tracking details that dictate our compliance to JCAHO standards as well as many detailed human resource issues that are legally sensitive. Should you have further questions, please contact me at (704) 887-3902.

Sincerely,



Greg Allen
President,
Cirrus Medical Staffing, LLC


MEDICAL STAFFING