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RFA Newsletter

University of North Carolina at Chapel Hill

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The President's Letter: Bob Lauterborn

Before we break for the holidays after a stellar fall semester, a couple of reminders. We're planning an annual report celebrating honors and achievements of RFA members during the calendar year 2023. If you've had a book published or reissued, won an award of some sort, curated an exhibition, or done something else of note, please tell me about it (lauterprof@aol.com).

Also, prompted by the recent tragedy on campus, Lynne Vernon-Feagans is exploring with the Global Education Center the possibility of RFA members mentoring international scholars. If that idea interests you, please contact her at lynnevf@email.unc.edu. Michael Salemi is exploring ways we might expand teaching and learning opportunities for members. If you'd like to be part of that conversation, please contact him. michael_salemi@unc.edu

We've had three terrific speakers this semester on fascinating subjects: Lissa Broome and Nate Wood on NIL and its impact on UNC student/athletes, Lee Nackman on AI and ChatGPT, and Susan Brown on the remarkable panoply of resources available to us all at the Chapel Hill Public Library. I can promise you'll find next semester's speakers equally absorbing, starting with Jim White on the state of the School of Arts & Science on January 8. Get your reservations in early! And remember, spouses and guests are always welcome.

Meanwhile, Happy Thanksgiving, Happy Hanukkah, Merry Christmas, and Happy New Year! See you next year.

PS: If you're not already an RFA member, give yourself an early present and join us now. Details on the website. And there won't be another newsletter until March, so check the website often for updates.

PPS: Re more opportunities for teaching and learning outside the RFA, check out the website for Shared Learning of Chapel Hill. They'll post their Winter term course offerings soon and they're always looking for new teachers if you have a favorite subject you'd like to teach.

Presidential Profile

(Editor's Note: The profile of RFA President Bob Lauterborn is the first in a series highlighting members of the RFA executive committee. Subsequent newsletters will feature other officers and members. The profiles were written by students in MEJO 332, the public relations writing course in the Hussman School of Journalism and Media. RFA was one of two real-world clients this fall for a team of eight students in the course.)

He drives success in creating connections

"When I see something or learn something that I think would interest someone else, I put people together. All the time. It's just an instinct," said Bob Lauterborn, President of the UNC-Chapel Hill Retired Faculty Association.

Lauterborn, an emeritus professor from what is now the UNC Hussman School of Journalism and Media, identifies himself like most members of the RFA as a lifelong teacher and learner. His penchant for bringing people together helps him unite his academically avid peers and colleagues. The core mission of the association, he said, is to help retired faculty and professional staff stay connected with the university and with one another.

Lauterborn's passion for learning was first nurtured in the halls of his middle and high school, where he said he might have learned more from reading and discussing weekly book recommendations with the school librarian than from his actual classes.

This was reinforced at Columbia University where his classes were "debateful," helping him to realize that real value comes from learning with and from his peers. That's a piece of advice he can't stress enough to the next generation of lifelong learners.

The pattern continued when he joined GE. In his first three years with the company, he took 13 courses while also being exposed to on-the-job training. Nearly 70 years later, he's taking six courses ranging from art, opera, and philosophy to the James Webb space telescope offered with a senior learning group in Chapel Hill called Shared Learning

Lauterborn's 30-year professional path had teaching and learning as a continuing theme, though an academic career was never the plan. But his experiences spanning teaching and training for companies like Hewlett-Packard and IBM, running executive education programs in more than a dozen countries around the world, and writing a best-selling book on integrated marketing communications (a discipline which he co-created) led to an appointment as the first holder of the James L. Knight distinguished chair professorship at what was then UNC's School of Journalism. In his 23 years at the School before he retired, he taught both marketing and creative advertising courses, bringing the full range of his professional experience to more than 2,000 students, with at least 200 of whom he is still in regular contact.

As president of the RFA, he is brainstorming with the RFA executive committee to help the association grow a stronger connection to the university for the benefit of both parties. "That's what we're looking for—how we can deploy this incredible font of brainpower," Lauterborn said.

His business background has also led him to work with the Executive Committee to develop a strategic plan that, among other initiatives, grew the

number of lecture luncheons from four to seven per academic year, exposing members to a wider range of the incredible knowledge and experience at UNC and in the community.

As Lauterborn added about his knowledge-hungry peers and colleagues in the RFA, “We may be retired, but we’re not retiring!”

--Maddie Lemmon, UNC-CH student

Keep up to date about UNC RFA at <https://uncrfa.web.unc.edu/>.

Luncheon Speakers Past

Booked!



In case you didn't get to the November RFA luncheon meeting featuring Susan Brown, the erstwhile director of the Chapel Hill Public Library for 10 years, here's what you missed: a rollicking performance by a very funny lady, insight into what a unique treasure our library truly is, and the chance to one-up your friends by choosing something special out of the pile of books she brought along, both fiction

and nonfiction. (All the books were review copies, which means published copies won't even be available until next year.)

As to the library itself, Brown stressed that it's a rare setup to begin with, in that it's a *municipal* public library, a department of the Town of Chapel Hill. That gives it a degree of stability many other public libraries don't have.

And wait 'til you hear the numbers! Pre-COVID, 1,800 people *per day* walked through the doors. Now that those dark days seem to be behind us, in-person visits are back up to 1,500 per day and climbing. And each of those folks takes out on average 19 books a year. Our Chapel Hill Public Library is also the highest-circulating library in the state, averaging 1.2 *million* books per year.

Download the Chapel Hill Public Library app to see what's there for you and your families. You can see what books are available, order books, even put books on hold. But you'll also see that the library is about a lot more than books.

As Brown said, there's been a shift during her 10-year tenure "from output to outcomes." Many programs emphasize exploration, learning experiences, community history, storytelling, craft nights, even citizen science programs. You'll be amazed by the breadth of activities when you check out the app. And when you visit the library on Thursday, Saturdays and Sundays, you will find B3 Coffee.

The budget is \$4 million a year, three-quarters of which is for staff salaries. Lots of volunteers support the library in many ways. An advisory board deals with mostly policy issues. (A recent decision was to stop charging fines, resulting in more books being returned, not fewer!) The Friends of Chapel Hill Library run big book sales three times a year, operate an on-line bookstore and raise about 150,000 a year. And through a foundation, people can arrange legacy gifts.

Half tongue in cheek, Brown mentioned that people pressed for time usually read about 50 pages into a book before deciding whether to continue. But for those of us who are a bit older, she suggested a formula: Subtract your age from 100 to get your number on how much time you might invest up front. "Life is too short," she said.

We were promised surprises, but the biggest surprise of all: As of Nov. 1,

Susan Brown is no longer head of the library. She's now the Executive Director of Strategic Communications for the Town of Chapel Hill. We wish her well in her new job and expect accomplishments parallel to those she made at the library.

--Bob Lauterborn

--Photo: Jock Lauterer



AI: Potential to benefit and to harm

Artificial General Intelligence (AGI) — machines with human or even super-human intelligence — has been something of a Holy Grail quest for at least 70 years, said Dr. Lee Nackman, the retired tech exec who spoke AI at the Oct. 2ⁿ RFA luncheon meeting.

Many of us already use task-specific AI in our daily lives, like talking to Alexa or Siri, or searching for photos containing particular people, pets, or objects. Recently there's been a great upsurge in investment and research aimed at creating AGI. The long history of "unfounded optimism" about progress in AI warrants healthy skepticism that AGI is nigh.

To demonstrate the limitations of today's systems, Nackman (who earned his PhD in computer science here at UNC in 1982) asked ChatGPT to prepare his introduction for our session. The results were over-the-top hagiographic and filled with false "facts." For example, his degree was said to be from Stanford, for no

reason he can fathom! (I repeated the same query for myself later and had similar results. It gave me two degrees from Northwestern instead of Columbia, my true alma mater.) Much of the rest of both introductions was mostly vague boilerplate, if not wildly inaccurate. (Try it for yourself!)

If AI can fail so ineptly at such a seemingly simple task, how can we believe anything it produces on more complicated and — more dangerously — critical issues? In retrospect, it's no laughing matter.

True, there are now unimaginably massive amounts of data available, and modern machine learning and artificial neural networks have gained traction. But our human tendency toward anthropomorphism leads us to believe (or at least wish) that computers can “think” and even imagine that they might subscribe to “human values.” Nackman showed several examples that demonstrate that they don't.

Nackman noted systems like ChatGPT that are based on large language models often — to use industry jargon — “hallucinate.” Why? Well, really the question is “why not?” These systems are based on humongous models with hundreds of billions of parameters that are trained on enormous amounts of text from the Internet. We don't fully understand how they work and “intuition fails at this scale,” he said, “much like thinking about evolution over the eons.” People need to be cautious about relying on what these systems produce.

Moreover, nefarious people can do bad things with the power of AI at their fingertips. “People are easily fooled,” Nackman observed. He gave us a couple of chilling examples of “deep fakes” and scams that can cause and have caused real harm and injury. AI also threatens the intellectual property rights of artists, musicians, and authors.

Indeed, while AI shows promise for improving productivity, it can also exacerbate existing societal problems like disinformation, concentration of wealth, and displaced or poorly paid workers. What can we do to harness the power of AI while protecting our society and our nation from AI's potential harms?

Many industry leaders and politicians talk about regulating AI to prevent

harm, but “regulating AI directly won’t work,” Nackman said, citing several reasons why. Companies say that they want to be regulated to protect society, but their actions suggest that they really want regulations to absolve them of responsibility for potential harm caused by their AI technologies. The commercial stakes are enormous, and politicians can be swayed by large campaign contributions and intensive lobbying from the industry. The military can’t ignore the reality of AI’s potential role in warfare, and there’s always the argument that “if we don’t do it, China will.”

Nackman argued that we can best mitigate AI’s potential harm by addressing the societal ills that AI will exacerbate. We might, for example, address disinformation by making digital platforms responsible for disinformation they publish unless that content is from individuals or organizations with verified identities. And, digital platforms should not feed us information from unverified sources unless we specifically ask for it. It might be a start. Likewise, if we gave more help to people displaced from their jobs, AI’s effect on people’s livelihoods might be reduced.

Want to read more of Dr. Nackman’s thinking on AI? Check out his site: <https://winwindemocracy.org/t/ai>.

--Bob Lauterborn

Upcoming luncheon speakers

RFA luncheon speakers have been set for January, February and March. RFA members, spouses and others can download the registration information from the RFA website at <https://uncrfa.web.unc.edu/>. Be sure to submit your reservation by the deadline indicated on the form.

Dean Jim White of the UNC-CH College of Arts & Sciences will speak at Jan. 8, 2024, luncheon at noon at the Friday Center. He will discuss "The Future of the

College of Arts and Sciences," including his perspective on some of the major challenges and opportunities facing the College and his vision for its future.

Henry Fuchs, Federico Gil Distinguished Professor of Computer Science and Adjunct Professor of Biomedical Engineering here at UNC Chapel Hill, will be the speaker on Feb. 5. His topic will be "Virtual Reality (VR): a flashy toy or the Next Big Thing."

Katie Ziglar, director of the Ackland Art Museum, will join us March 4 to talk about "Sharing the story of the Ackland Art Museum and our community."

Deadlines

Howes Award Nominations due Dec. 1

Nominations for the Jonathan B. Howes Lifetime Achievement Award presented by the UNC Retired Faculty Association are due by 5 p.m. Friday, Dec. 1.

The RFA encourages all retired UNC-CH faculty and staff to nominate candidates for the Howes award via the short virtual form that can be found on the association's website. Once all nominations are cast and considered, the award will be presented by RFA President-elect Bobbi Owen to one deserving, retired UNC-CH faculty member at the RFA luncheon on April 8, 2024.

First established in 2015, the Howes award honors previous RFA President-elect Jonathan B. Howes, who was professor of city and regional planning at UNC-CH from 1970 to 2010 as well as Mayor of Chapel Hill from 1987 to 1991. Previous recipients of the Howes award include William Leuchtenburg, John L. Sanders, Joe W. Grisham and, most recently in 2020, Ray Dooley.

According to the RFA Howes Award Committee, the Howes award aims to recognize an individual who emulates Howes and whose service and

achievements, both within the university and beyond in the wider community, have consistently exceeded the professional expectations for faculty, and who has been recognized by faculty and administrative colleagues for his or her judgement, ethical values and courage in the pursuit of worthy goals.

President-elect Owen, who also serves as chair of the Howes Award Committee, elaborated on the qualities that the RFA seeks in Howes award nominees during an interview.

“We are looking for somebody who has both that ‘town and gown’ aspect to them. It’s important that whoever gets the award does not just have standing in an academic, campus-based environment, but really is more broadly representative of involvement outside the university too,” she said.

Both those who cast their nominations for and those who receive this award are required to be retired UNC-CH employees; however, they do not need to be RFA members.

“Because it’s being given from a group of colleagues, rather than from a professional association or external agency, that should be meaningful,” Owen said. “This award really is about being recognized as outstanding by one’s own peers.”

--Auburn Robertson, UNC-CH student

World View Celebration

UNC World View is hosting its annual **Richardson Lecture and Reception** at 6 p.m. on Nov. 30 at the Friday Center and has extended an invitation to all retired faculty and their guests. The Richardson Lecture honors former Provost Richard J. Richardson who, together with Robert Phay and Jim Peacock, founded UNC World View 25 years ago. The lecture recognizes their contributions to global education and support for NC teachers and students.

Both the lecture and reception are free and open to the public. Attendees register using the following link: go.unc.edu/Richardson23.

The speaker will be [Arv Malhotra](#), the H. Allen Andrew Distinguished Professor of Strategy and Entrepreneurship at UNC's Kenan-Flagler Business School. Malhotra will speak on a topic that is capturing the public's attention: "Going 'Back to the Future' of Work in the AI Age." Ambassador Barbara Stephenson, Pitt Community College President Lawrence Rouse and Chancellor Kevin Guskiewicz will help honor all educators.

Volunteers needed for RFA

Retirement Guide understudy

RFA seeks a volunteer for the role of understudy to Tom Clegg for the Retirement Guide. The volunteer would read carefully through the guide, discuss needed changes with Tom Clegg, and help edit the annual 'change' file. The volunteer also could be involved in any email and/or phone conversations with the folks at UNC's Office of Human Resources while the necessary changes are being made. Please contact Tom Clegg at clegg@physics.unc.edu.

Volunteer with expertise in email and spreadsheets

RFA also seeks a volunteer(s) to manage/facilitate/handle some of the email communications with members and/or potential members, such as the newsletter and information on luncheons and registration. The person should be computer savvy. No advanced computer skills needed, just comfort with basic uses of spreadsheet lists and group emails.

Other volunteer opportunities

National High School Ethics Bowl

UNC's Parr Center for Ethics invites community members to serve as judges for its award-winning [National High School Ethics Bowl \(NHSEB\)](#) program. The NHSEB is an educational outreach program designed to get thousands of students nationwide thinking, talking, and working together on tough moral and political issues. The program's collaborative, yet competitive format (unlike speech and debate) is based on the idea of a conversational dialogue. The goal is to work together toward something true or reasonable rather than to subdue the opposing argument with superior rhetoric. Students are evaluated based on the clarity and quality of their reasoning, as well as the ways they engage with each other's ideas: ideally, honestly, respectfully, and productively.

NHSEB's HQ at the Parr Center hosts two major events, bringing hundreds of high school students to the UNC Chapel Hill campus each year: the [North Carolina High School Ethics Bowl](#) (January 27, 2024) and the [NHSEB National Championship](#) (April 12-14, 2024).

For more information about the NHSEB program, or to volunteer, please contact ethicsbowl@unc.edu.

Intergenerational Philosophy

The Philosophy Department and Parr Center for Ethics have partnered with the Retired Faculty Association for several years to create intergenerational spaces for learning and discussion about life's most pressing questions. At its core, philosophy is about asking questions and critically reflecting on our beliefs and values, and we believe it is best practiced in the company of others. Our hope is

that by drawing on the rich and varied experiences represented across generations, we can promote lifelong learning and strengthen the ties of the Carolina community.

This fall RFA members can participate in the UNC-Seymour Center philosophy series. Meetings will be in the Seymour Center theater room at 4 p.m. on Nov. 30 and 4 p.m. on Dec. 14.

In spring 2024, RFA members are invited to participate in regular philosophical discussions with UNC-CH undergraduates at the Seymour Center, discussing a range of topics and questions curated both by students and discussion participants.

Contact Philosophy Teaching Assistant Professor & Director of Outreach Michael Vazquez (michael.vazquez@unc.edu) with any questions about this program, or with ideas for future programming.

(For additional volunteer opportunities, check the RFA website at <https://uncrfa.web.unc.edu/volunteer-opportunities/>.)

Perks, etc.

Parking on campus for a fee

Faculty members with Emeritus status option through UNC Transportation & Parking to secure and use an ALG-RS Permit between the hours of noon or 12:30 p.m. to 5 p.m. Cost averages around \$1,097 per year with a weekly rate of \$21.10. This type of parking allocation is set aside for fully retired faculty members, and requests are submitted through their unit. Here is the link for information:

<https://move.unc.edu/about/publications/parking-ordinance/parking-permits/>

Staying connected to campus information

If you want to stay connected to campus news, you can sign up for the periodic email newsletter called The Well. Go to <https://www.unc.edu/thewell/> for a link to subscribe (check the top of the page under the banner).

RFA as course client

This fall the Retired Faculty Association became a client for a team of eight students in MEJO 332, "Public Relations Writing," in the Hussman School of Journalism and Media. The course is required for all PR students.

The students had a set of assignments ranging from news releases and fact sheets to profiles and video clips. The PR pieces formed a portfolio that each student submitted to instructor Sarah Whitmarsh, a Ph.D. student in the School, as part of the course grade. RFA provided information for the variety of pieces that it will have on hand to use on the website and in upcoming newsletters.

Jan Yopp, RFA communications coordinator, had taught the course while a faculty member in the School, and said that was an advantage in being able to identify the types of information students would need and the PR pieces that would benefit RFA.

Yopp and President Bob Lauterborn met periodically throughout the semester with the students and will attend the class presentation on Dec. 4.

"You will see some tag lines at the end of articles to identify the student authors," Yopp said. "We were quite pleased with the student involvement and their interest."

Faculty Council meeting summaries

RFA Faculty Council Summary

October 6, 2023

(a copy of the agenda for the meeting can be found [here](#) as well as a link to watch the full faculty council meeting on October 6. **Faculty Council on 10/6/2023 (Fri)** ([panopto.com](#))

Chair remarks

Beth Moracco called the meeting to order at 3 p.m. She read the expression of sympathy sent to the Faculty Council from the Student Government of UNC about the tragic death of Professor Yan on August 28, 2023. The student government thanked the administration for helping so many students who were traumatized by the events of August 28, 2023. [Expression of sympathy from Student Government \[PDF\]](#)

Moracco also reminded all of us that UNC has been ranked #4 of all Public Universities in this country and 22nd, up from 29th, in universities overall. She also reminded us that now all students whose families make less than \$80,000 a year will receive free tuition and fees at UNC Chapel Hill.

Introduction of student and staff leaders

Moracco Introduced staff and student representatives attending the meeting.

Presentation of the 2023 Thomas Jefferson Award.

Chancellor Kevin Guskiewicz presented the award to Dr. Patricia Parker from the department of Communications and the director of the Institute for Arts and Humanities. The award is presented each year to a member of the academic community who, through personal influence and performance of duty in teaching, writing and scholarship, has best exemplified the ideals of democracy, freedom and education.

Dr. Lloyd Kramer, as her nominator, praised her tireless efforts to promote equity and inclusion as well as her efforts to acknowledge the racist history of UNC. Her leadership of the University Commission on History, Race and a Way Forward has made her a major leader at the university in promoting equity and inclusion in our

great university. In accepting the Thomas Jefferson award Parker remarked that she is a black woman and a descendant of enslaved ancestors, including her second great grandfather.

Chancellor's Remarks

The chancellor reiterated Moracco's remarks about UNC's ranking as #4 among public universities and also stressed that UNC ranked #1 for the best value in a college education. He expanded on the free tuition for students whose families make less than \$80,000 a year by adding that UNC students graduate with much less debt than students at other universities. He also remarked that many of our schools and departments are ranked among the best in the country.

The chancellor reminded everyone that the state of North Carolina provides more monies for the university than most other states and that monies had been provided for faculty and staff raises as well as for new programs.

Through faculty questions there were some updates on the reimagining of the Women's Center. They are in the final stages of choosing a new director and maybe a new name for the center. Information was also updated on ADA compliance of buildings on campus. For instance, the Old Well is now handicapped accessible, and the Wilson Library is being completely renovated and will be ADA compliant.

The chancellor also asked the faculty council to attend University Day on October 12 at 11 a.m. that will celebrate UNC's 230th birthday. University Day will celebrate our distinguished alumni winners this year, including James Clark, Tom Darden, Amy Greeson, Jenny Hahn, and Adolph Reed. A video of the university will be shown to showcase the accomplishments of the university over the years.

Update on the School of Civic Life and Leadership

Jim White, Dean of Arts and Sciences, gave an update on the newly created School of Civic Life and Leadership. Over the summer, a faculty committee composed of faculty from around the university worked tirelessly to hire 9 UNC faculty for the new school. These faculty are excited to help design the new program, and each has a half time appt in the new School of Civic Life and

Leadership. It appears the new school may be located in Whitehead Hall. More information, including the names of the 9 faculty members, may be found here:

[Announcing the inaugural faculty of the College's new School of Civic Life and Leadership - College of Arts and Sciences](#)

Update on new tuition support program.

Jackie Copeland, Associate Provost and Director of Scholarships and Student Aid, presented the impressive way UNC is supporting undergraduate students through her office. She explained that 5000 undergraduate students are provided grants and scholarships to cover tuition and fees from 8 different programs. The average need-based scholarships and grants totals about \$15,000 for tuition and fees, with the national average \$2,000 less. The average undergraduate at UNC graduates with about \$20,000 of debt while the national average is about \$29,000. She thanked faculty and the administration for all their support in helping so many students gain a UNC college education.

Resolution on Support for Tuition and Fees for eligible families

The faculty executive committee recommended the following resolution:
[Resolution on support for tuition and fees for eligible families \[PDF\]](#) The resolution supports the university's plan to provide full tuition and fees, for eligible students. They applaud the members of our university administration and the donors who have worked diligently to make this possible and thus decrease economic barriers to the promise of higher education in North Carolina. The resolution was unanimously approved by Faculty Council.

The meeting was adjourned at 4:55 p.m.

--Lynne Vernon-Feagans

Faculty Council Summary

November 3, 2023

The chair of the faculty, Beth Moracco, began the meeting at 3 p.m.

Moracco opened the meeting by reporting on the Tarheel Bus Tour led by the Carolina Center for Public Service where Lynn Blanchard is the director (blanchard@unc.edu). This fall 53 faculty and 22 senior administrators traveled more than 1,000 miles to visit 19 counties. They visited places like Canton where they talked with a lawyer whose office was in the family general store and Hoke County where they visited the high school. Moracco found the tour very valuable and energizing. She encouraged faculty to think about being part of the tour in the next few years.

Moracco also spoke about the Israel/Hamas conflict and how to protest the conflict without violence. She referenced an editorial in The New York Times that spoke to this issue. She talked about a recent seminar sponsored in part by the Program in Public Discourse on the origins and history of Gaza, with respectful dialogue among participants. Moracco also mentioned that Wilson Library will be closed for three years for renovations, and the University is examining faculty workload and tenure reviews in the next year.

Chancellor Guskiewicz joined the meeting by zoom with updates on meetings and initiatives.

The chancellor thanked faculty for attending University Day.

He said he was sad about the graffiti on walls and sidewalks that could promote violence in connection with the Israel/Hamas conflict. He said UNC will not tolerate violence on its campus.

The Chancellor recently met in D.C. with other chief academic officers, sponsored by the American Association of Universities (AAU) in a discussion of how to support university leadership by welcoming feedback from faculty and students.

A committee at the university will help faculty and students with Artificial

Intelligence (AI) and try to set guidelines for its use, especially because of the Generative Pre-trained Transformer (Chat GPT). ChatGPT and other generative AI tools are changing higher education, organizations and society. To help faculty and staff use these tools appropriately and ethically, the UNC AI Committee has developed a set of resources, including guidance, training, and tools. These are available on the UNC Provost 's website

<https://provost.unc.edu/generative-ai-employee-resources/>

The chancellor mentioned that the new House Bill 8 passed recently in North Carolina will change the accreditation process for universities in North Carolina by requiring universities to find new accreditors after every cycle. UNC's accreditation will be coming up in the next four years, and UNC is committed to meeting all federal regulations.

Last, North Carolina legislators will no longer fund new distinguished professorships at public universities—unless the individuals work in science, technology, engineering or math degree programs. Guskiewicz reassured the faculty that private funds will be used to make up for the matching funds in other areas of faculty excellence.

Nathan Knuffman, vice chancellor for finance and operations, presented an update ([PDF])

There will be a 7% increase in salaries, the largest in 15 years. Renovation resources have been allocated for Bell Hall, Nursing, and Gardner. New money has been allocated for the School of Civic Life and Leadership as well as others where enrollment has grown. The budget process entails fall requests from schools and departments followed by approval by the Board of Trustees in March and Board of Governors in April. This will be done with new software that should make the process more equitable and efficient.

The UNC finance/budgeting is rated as AAA by Moody's, one of the best ratings in the country.

Beth Mayer-Davis, the Dean of the Graduate School, reported on the new

strategic plan for the Graduate school [PDF]

Mayer-Davis emphasized three priorities:

- 1) The need to recruit and enroll the most excellent students. For instance, the Grad School is interviewing accepted grad students to understand why they decide to accept Carolina and others as to why they say 'no' to Carolina.
- 2) Creating a culture of care. For instance, the Grad School provides coffee and bagels three times a semester for grad students and other relationship-building events. The dean reported that 60 percent of grad students reported being caregivers so part of the new strategic plan will be helping students with housing issues and other support.
- 3) Growing North Carolina. From a survey it was found that the North Carolina workforce needs more professionals, especially at the master's level so UNC will try to emphasize master's programs as good avenues for prospective grad students.

Expressive Speech on campus was discussed by Law School Professor Mary-Rose Papandrea on her work on the First Amendment.

Papandrea's presentation focused on the rights of students and faculty at public universities who are "state actors". The information in her document summarizes UNC's policy of free speech while making sure everyone feels safe in voicing concerns. A summary of information is available at [10/24/23 campus message, Reminder on First Amendment and Free Speech Policies and Resources \[PDF\]](#)

Professor Mark McNeilly of the Kenan-Flagler Business School presented a resolution on the rights and responsibilities of protestors [Resolution on the rights and responsibilities of protestors \[PDF\]](#)

After a number of questions by faculty members and the lateness of the hour, the resolution was tabled until a later date.

The meeting was adjourned at 5:07 p.m.

--Lynne Vernon-Feagans

In Memoriam

A link to the 2023 list of UNC faculty members who have died during the past year can be found at <https://facultygov.unc.edu/in-memoriam-2023/>. May they rest in peace, and may their memory be a blessing.

Updated Faculty Retirement Planning Guide

An updated, downloadable version of the **UNC Faculty Retirement Planning Guide** was recently posted on the UNC Human Resources website at https://hr.unc.edu/wp-content/uploads/sites/222/2022/08/OHR21_Retirement_Guide_08.19.22.pdf . Its most extensive new text appears under **Retired Faculty Privileges**. This reflects a May 2022 UNC Faculty Council Resolution supported by the RFA that clarifies rights and privileges of faculty retirees, especially about how emeritus/emerita status should be granted.



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