

**In this information-packed newsletter,
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President's Letter

Our Association has conducted three surveys of retirees during the last 20 years. The most recent one occurred in fall 2024 to update and refine our understanding of the interests of retired faculty and professionals and the types of services and activities that the RFPA might consider providing.

When the then-Retired Faculty Association (RFA) conducted surveys in 2004 and 2014, it reported that respondents missed their interactions with colleagues as well as with students, patient care, and department functions. They indicated that they remained interested in teaching, speaking to alumni and community groups, and serving on selected committees, such as dissertation and administrative ones. Both of the 2004 and 2014 surveys emphasized how important campus news remained to retirees and how interested they were in information about campus events. They also wanted access to University facilities, especially the libraries.

Much has been accomplished in the past 20 years, including the establishment of the Division of Retired Faculty, which means that two elected representatives serve on Faculty Council and provide an important conduit of information. Access to University facilities is made available via reduced-fee-based parking and the ability of retirees to continue using the UNC One Card, which provides access to the libraries.

Much still remains to be done! The 2024 survey results document the incredible wealth of resources that active retirees continue to provide UNC-Chapel Hill, their professions, and their larger communities. RFPA is an important mechanism through which recognition of this productivity could be facilitated. Survey results also suggest a number of opportunities that RFPA could more effectively use to identify and reach out to retirees: an updated website and a more navigable newsletter. The need to upgrade the RFPA website is so evident that that it is already in progress. It will be reconfigured

to make it more accessible and appealing and most importantly, so that it contains easy access to the kind of information most useful to retirees.

The UNC-Chapel Hill Faculty Retirement Planning Guide has been revised in recent months, and additional ideas for expansion are being reviewed. Similarly, enthusiasm by survey respondents for the Retirement Seminar offered through the Institute for Arts and Humanities signals the importance of continuing to coordinate efforts to maintain that valuable resource. Many retirees are interested in teaching and attending community-based courses to continue expanding their knowledge.

The desire to participate by those unable to travel to monthly lunches suggests that RFPA should make available selected web-based offerings such as informational sessions (e.g., about technology updates); seminars (e.g., highlighting new scholarly work by university faculty and retirees); and/or topical discussion groups (e.g., providing a chance to discuss advances in one's own field or related fields).

The 2024 survey was conducted and the report prepared by President-elect Carol Runyan and approved by the RFPA Executive Committee. Under Carol's leadership as president in 2025-26, RFPA will consider how the results of the survey can inform the agenda for the coming year. Stay tuned to learn about what new activities might be offered to appeal to retirees at different stages of retirement and/or to those who live in a variety of locations.

The full survey report and a synopsis is available on the RFPA website homepage at <https://uncrfpa.web.unc.edu/>. The RFPA leadership is grateful to everyone who responded to the survey and welcomes suggestions. The Association's email address is RFPA@unc.edu.

--Bobbi Owen, President 2024-2025

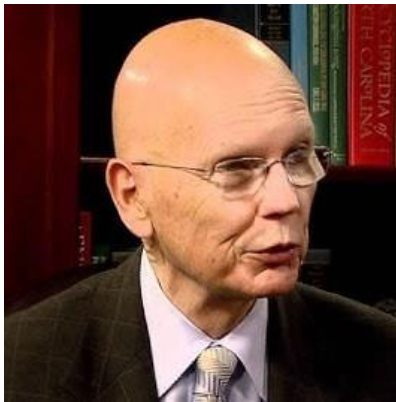
Thorp to speak April 2, announce Pete Andrews Leadership Award



Holden Thorp, Editor-in-Chief of the *Science* family of journals, will speak at the annual meeting on April 2. A native North Carolinian, he will talk about some of the challenges that science (and scientists) are facing and answer questions – after conferring the 2025 Pete Andrews Distinguished Leadership Award on two worthy recipients: Bruce W. Carney and James C. Moeser. Dr. Thorp became Editor-in-Chief in October 2019. He joined *Science* after being provost at Washington University in St. Louis from 2013 to 2019. He is now Professor of Chemistry and Medicine at George Washington University. Thorp spent three decades at the University of North Carolina at Chapel Hill, where he taught chemistry and was the 10th chancellor from 2008 through 2013.



Bruce W. Carney is the Emeritus Baron Distinguished Professor of Astronomy, former Executive Vice Chancellor, Dean of the College, and Provost. Letters of nomination praised his innate leadership skills, his intellectual curiosity, and his compassion. He was also commended for his “way of interacting with others that ... made Bruce, who is unassuming but never passive, the right person to lead, to get things done on behalf of the university whether in good times or turmoil.” He was acclaimed for his ability to remain “tempered while listening carefully and consulting widely. He was also appropriately decisive and, when necessary, prompt to act.” He is held in high regard by his colleagues who were enthusiastic in their praise.



James C. Moeser—professional organist, teacher, and administrator at five different public universities—was Chancellor of UNC-CH 2000-2008. During his years in office, among many other ventures to make Carolina the nation’s leading public university, he initiated the Carolina Covenant program and Carolina Performing Arts and oversaw \$2.2 billion of construction on campus. In retirement he stepped up to serve as Interim Chancellor of the School of the Arts and later as Acting Director of the Institute for the Arts and Humanities. In recent years he has been a strong public voice in support of North Carolina’s return to a non-partisan approach to governing the university. Moeser has been an effective and inspiring leader for UNC – and he worked closely with Pete Andrews for whom this award is named.

Mark Katz illuminates hip hop diplomacy



- photo by Jock Lauterer

OK, Mark Katz, here's your assignment: Get a bunch of retired folks whose primary choice of music may be heard on WCPE to bundle up on a cold, wintry day and come out to a luncheon meeting to listen to a presentation on hip hop. Amazingly, he did, and they did!

Thanks to which even the skeptics among us gained a new appreciation of a music genre that's not only enormously popular among young people literally all over the world, it's also a powerful tool to unite people across borders and cultures.

If you were there, you heard Judith Cone's fulsome introduction of Mark Katz, or if you read the initial flyer on the luncheon, you were no doubt impressed by the litany of his myriad achievements. If neither, you can Google him. For this piece, I'll skip his various degrees and appointments at other universities and the books he's written and start with now.

Katz is the John P. Barker Distinguished Professor of Music and former chair of the Music Department at UNC-Chapel Hill.

But that doesn't explain the title of his presentation – "Hip Hop Diplomacy: An Unlikely Partnership" – or his latest book – "Build: The Power of Hip Hop Diplomacy in a Divided World" (Oxford University Press, 2019) -- and therein lies the story.

Students who come to the Department of Music would usually have conventional qualifications, such as the ability to read music, proficiency on a classical instrument, et cetera. But students, including some without all the usual prerequisites, began to ask for classes in hip hop.

The new phenomenon of hip hop erupted in New York in the early 1970s, mainly among disaffected young African Americans and Latinos. Its main elements – DJs, MCs, dance and graffiti – were inexpensive and easily attainable, and the infectious beat quickly spread it around the world. Hip hop came to symbolize resistance to oppression and a celebration of life.

In response to the demand, Katz recruited a couple of local hip hop artists to teach a beat-making course that immediately filled up. Sensing the innovative potential, Katz expanded the offerings, spread the message, and with the U.S. State Department created a program called Next Level, a new form of global cultural diplomacy. “It’s hard to fight when you’re dancing together,” he said. So far, the program has traveled to more than 50 countries, from Azerbaijan to Zimbabwe.

Of course there are challenges, such as possible perceptions of inequality, cultural imperialism, cultural appropriation, cultural insensitivity and so on. But the key to overcoming them is to understand context, show humility and respect, reciprocate and collaborate. Katz is positive and enthusiastic about the future of the program. “Hip hop is more popular around the world than U. S. foreign policy,” he said and grinned!

--Bob Lauterborn

Alice Ammerman highlights food insecurity



--photo by Jock Lauterer

President-elect Carol Runyan, left, chats with Alice Ammerman and Linda Convissor

Dr. Alice Ammerman gave us a lot of thoughts about food in her presentation at the March RFPA luncheon as well as a lot of food for thought.

Director of UNC's Center for Public Health Promotion and Disease Prevention, she's a tall woman (5'13", she smiles) with a tall task – finding ways to reduce alarming levels of food insecurity and resultant public health issues in North Carolina, particularly among the rural poor. (If I were to reduce her meaty presentation to three words, they would be “Eat real food” and “meaty” would be an unfortunate adjective.)

Some stunning statistics: 47 million people in 100 percent of U.S. counties are food insecure. In North Carolina one in five children is food insecure. But it's not just lack of food that's the problem; it's lack of access to *healthy* food. We have a dual burden in this state of obesity with simultaneous undernutrition, particularly among the poor.

Can we change that? Yes, Dr. Ammerman says, but it will involve transforming eating habits, improving food production, and reducing food waste. Meat and starchy vegetables are way overconsumed in North America. For a healthy diet, the focus should be on foods such as cold water fish, fresh fruit and vegetables, legumes, whole grains, and nuts. Think the Mediterranean Diet. But an innovation Dr. Ammerman champions is the Med-South Diet or modifying traditional Southern recipes by substituting nutritionally health alternatives.

One way to extend that concept is through Social Entrepreneurship, which, for sustainability, links traditional charity and traditional business approaches. One such venture is Good Bowls/Equiti Foods that produces and distributes locally sourced, healthy frozen meals. Recipes can be adjusted seasonally to help farmers and reduce food waste. Good Bowls are available in retail outlets such as Weaver Street and in vending machines at blue-collar worksites, thanks to a grant from the National Institutes of Health.

Another stunning statistic: More than 90 percent of seafood sold in North Carolina is imported, even though we're a coastal state with a robust fishery. The idea for a social enterprise addressing that fact is Fish4NC that makes use of normally discarded fish parts to make healthy meals containing omega 3 fatty acids.

Good nutrition is an enormous challenge. "Food is medicine," Dr. Ammerman says, and efforts to improve outcomes through change face enormous challenges. But we can all help, both ourselves and others. She suggests a couple of ways to get involved: Volunteer with a local food pantry or non-profit organization; shop at your local farmers' market; and eat roasted vegetables!

And remember: Eat good food.

--Bob Lauterborn

Republish your books

If you are interested in republishing a book, you can contact John McLeod at the UNC Press at john_mcleod@unc.edu.

Carolina Digital Repository

María R. Estorino, vice Provost for University Libraries and University Librarian, recently notified the campus community about archival storage of publications and other research in the [Carolina Digital Repository \(CDR\)](#). She noted it serves as “the University’s home for archiving and providing access to publications by UNC-Chapel Hill faculty, students, staff, clinicians, and affiliates.”

Learn more at

- [Carolina Digital Repository](#)
 - [CDR: Frequently Asked Questions](#)
 - [CDR services](#)
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Retirement guide

Please share the updated retirement guide that is found on the UNC Human Resources website with colleagues who are newly retired or retiring soon. You can find the guide at <https://hr.unc.edu/wp-content/uploads/sites/222/2024/10/UNC-Chapel-Hill-Retirement-Guide.pdf>.

Many thanks to Tom Clegg for years of work in updating the guide. Ray Dooley has agreed to take on oversight of the guide in the coming year.

Leadership Challenge Fund

RFPA is seeking \$10,000 to support its leadership awards and to satisfy a matching gift from an RFPA member. Those who wish to contribute to the Leadership Challenge Fund can make tax-deductible donations online at <https://give.unc.edu/> and search using Retired Faculty and Professionals Association and indicate 071341. Checks can be mailed to the Office of University Development, P.O. Box 309, Chapel Hill, NC 27514-0309. Please include 071341 on the check. Those who want to contribute RMDs or QMDs should contact Gift Planning by calling 800-994-8803 or emailing createalegacy@unc.edu.

Volunteer Opportunities

International Scholars activities

International Student and Scholar Services is partnering with RFPA for a roundtable discussion on April 15. The topic will be grant writing, especially biomedical grants. Each event is an hour-long discussion followed by lunch and networking. Please contact Lynne at lynnevf@email.unc.edu or Connie Eble at connieceble@gmail.com if you are interested and have expertise in that area. If you want to attend, also contact Connie or Lynne.

ChatGPT study

Graduate student Norry Lu in Information Science at UNC-CH is conducting research for her thesis on how older adults interact with ChatGPT. She is inviting RFPA members to participate. The study would involve completing a set of tasks using ChatGPT, completing some short surveys, keeping a diary on ChatGPT usage for two weeks, and participating in a debriefing at the end of the study. Responses are confidential, and participation is voluntary. For more information, contact her at norry@unc.edu.

Finding Faculty Council materials

For video recordings:

- To find the link to the video recording of a Faculty Council meeting, follow this link to the Faculty Council web page:
<https://facultygov.unc.edu/faculty-council/>
- Click on the link to “2024-25 Faculty Council meetings,” located along the left margin of the page. Or click here:
<https://facultygov.unc.edu/faculty-council/2024-25-faculty-council-meetings/>
- As an example, click on the link to the December 13 agenda:
<https://facultygov.unc.edu/faculty-council/2024-25-faculty-council-meetings/december-13-2024/>
- Find the line that reads: “Access the recording of this meeting at this link.” Click on “link” or go to
<https://uncch.hosted.panopto.com/Panopto/Pages/Viewer.aspx?id=b6762282-d17d-479f-a084-b1d200e7b004>
- That’s it. Find the other recordings by repeating the process, using the relevant date.

Finding agendas:

- For agendas, go to the main Faculty Council web page: <https://facultygov.unc.edu/faculty-council/>.
- Drop down to this paragraph and follow its link: Faculty Council meeting schedule

The meeting schedule is available at this [link](#) in the sidebar menu. An agenda is linked to the meeting date in the week that it takes place.

UNC FACULTY COUNCIL MEETING SUMMARY

Friday, December 13, 2024

A video of the entire meeting may be seen here:

[Faculty Council on 12/13/2024 \(Fri\)](#)

(If needed:

<https://uncch.hosted.panopto.com/Panopto/Pages/Viewer.aspx?id=b6762282-d17d-479f-a084-b1d200e7b004c>)

Chair's remarks. Faculty Chair Beth Moracco noted the meeting was a joint meeting of the Faculty Council and the general faculty. She offered a brief review of the year's happenings in Faculty Governance:

--The Committee on University Governance had addressed the process for "Statements and Resolutions."

--The Faculty Salary Equity Committee had reviewed eponymous issues on campus.

The Faculty Council and Chair Moracco has had more opportunity for updates and communication with the Board of Governors.

Thomas Jefferson Award. Chancellor Lee Roberts presented the award to Professor M. Gregory Forest, the Grant Dahlstrom Distinguished Professor of Mathematics [Forest, Greg - Applied Physical Sciences](#)

Professor Rich McLaughlin, Professor of Mathematics, introduced Professor Forest and noted that he was brought to UNC 30 years ago to build the program in Applied Mathematics, which has risen to be ranked 12th by *US News and World Report* and has attracted more than \$100,000,000 in funding. He dubbed him "the leader of interdisciplinary science" at UNC.

The Thomas Jefferson Award sequence, from Chancellor Roberts' introduction through Professor Forest's remarks, may be seen on the replay beginning at 21:00.

Chancellor's remarks. The Chancellor thanked the community as the first semester of his tenure comes to a close. Further, he noted:

-- satisfaction in being on hand as the UNC Women's soccer team won its 23rd national championship. Coach Damon Nahaus, appointed interim coach following the retirement of Anson Dorrance, told his championship team following their victory that he had been appointed permanent coach.

--watching Bill Belichick, newly hired coach of UNC football, establish "an immediate rapport" between coach and players.

-- progress of the working group addressing the faculty hiring process towards a streamlined and transparent process.

-- UNC is among the top 10 universities in the country in attracting research funding, with a total of \$1.55 billion.

--applications to UNC were this year up 16% over last year.

In a question-and-answer, he was asked given the change in US leadership following the election, how is he preparing for possible changes to the university? Borrowing a phrase from Chair Moracco, he advised that "anticipatory compliance" is to be avoided, and said he is encouraging a wait-and-see attitude. The university has a lobbying team in Washington, D.C., charged especially with securing increases in research funding, which, in the Chancellor's view, is the most important priority. He noted that UNC is keeping close watch on federal policy developments.

Shared Governance. Resolution 24-10, "On Endorsing the Faculty Assembly's Principles of Shared Governance," reads:

Resolution 2024-10. On Endorsing the UNC Faculty Assembly's Principles of Shared Governance The faculty of UNC-Chapel Hill recognizes that shared governance is the joint responsibility of the University's faculty, its administration, and its governing boards. Shared governance strengthens the institution for the benefit of the entire campus community and the state of North Carolina. We endorse the Principles of Shared Governance adopted by the University of North Carolina Faculty Assembly appended to this resolution and affirm the value of

these principles in developing policies and practices for the University. Submitted by the Faculty Executive Committee.

In discussion it was noted that in recent years a concern about an erosion of the faculty's voice, that the university and its governance operate under a "delegated authority" model, and finally that the practice of shared governance has a 200-year history at UNC. The resolution passed by a unanimous voice vote.

System Changes in Faculty Manual. Dr. David English, Senior Vice President for Academic Affairs for the UNC System, spoke on the UNC system changes in the "Code and Faculty Manual." Notable here is that UNC System faculty have a direct voice to the System office, not filtered through provosts and chancellors. For the complete discussion, including detailed thoughts on the Faculty Workload Policy and issues surrounding Fixed-Term Faculty, see the recording of the meeting, linked above, beginning at 1:12.

COACHE Survey. Chair Moracco gave "a plug for" the COACHE Survey. COACHE, an acronym for "Collaborative on Academic Careers in Higher Education," is a faculty work-life survey conducted every three years by a group at Harvard University. More than 300 institutions participate. UNC has participated since 2009, and the previous iteration received a response rate of 35%. The survey is anonymous and takes about 20 minutes to complete, according to Chair Moracco. The survey will be sent to the faculty in February and remain open until April. It was not clear whether the survey would be sent to retired faculty. Should it be, UNC administration and Chair Moracco are urging participation.

--Ray Dooley

UNC Faculty Council meeting summary

Friday, January 24, 2025

The following is a prepared account of the Faculty Council meeting of January 24, 2025, including links to a recording of the meeting and to slides

presented. Several items are of general interest, including a brief discussion in the Chancellor's Q&A about recent changes in the football program.

A recording of the meeting is available at this [Faculty Council on 1/24/2025 \(Fri\)](#).

Chair of the Faculty Beth Moracco opened the meeting by acknowledging that faculty are grappling with many unknowns, such as the direct and indirect effects of the new administration's recent actions and how they will affect our work. She cautioned against reacting to every development and urged faculty to collaborate to preserve and continue our work and community.

Chancellor's and Provost's remarks and Q&A. Chancellor Lee Roberts reported that applications for undergraduate admission increased about 32% over the past two years with 10,000 more applications than last year.

The working group he charged to study enrollment has recommended an increase of 5,000 students over a 10-year period. It realizes the significant implications across the board that come from such an increase but think it is possible and important to better serve the State.

He acknowledged concerns that had emerged in recent discussions about the hiring of the new football coach and identified two themes.

1. *How do we think about football strategically?* The importance of football is increasing exponentially in college sports. Our peer institutions are investing in football aggressively, and UNC-CH plans to do the same.
2. *Why is so much money devoted to football rather than other university needs?* The money spent on football and coaches' salaries and other expenses comes from television contracts and booster donations and is not available for other expenses, as important as they may be.

The chancellor also addressed some of the president's executive actions that directly affect the campus, emphasizing how much remains unknown at this point. The University is closely monitoring actions affecting federal research

funding and advocating for research at the state and federal level. The University is also concerned with actions affecting immigration.

The chancellor expressed empathy for the uncertainty about status that members of our community are experiencing. The Office of International Scholar and Student Services (ISSS) helps international students with issues around immigration status.

Provost Chris Clemens recommended that faculty pay close attention to emails from Federal Affairs and the Office of the Vice Chancellor for Research to get the latest updates on research funding and other critical federal issues affecting this campus. Regarding international student concerns, he said that ISSS sent information to visa holders earlier this week and will remain in contact with them.

Council members inquired about University protocols for how to respond to inquiries about students from ICE or other officials. At the time of the Council meeting there was no new guidance; however, several Council members mentioned guidance that had been developed in the past. The ISSS website has a page on how to handle requests for information from federal and state agencies (onyen log-in required).

Teaching Effectiveness Policy. [Teaching Effectiveness Policy Update](#)

The UNC System Office required all UNC campuses to develop a teaching effectiveness policy on a quick turnaround. Professor Erin Malloy led a working group that discussed implementation of the requirement on this campus. It considered criteria for evaluating teaching effectiveness, how criteria are used to evaluate teaching, and how teaching effectiveness is rewarded. This policy will apply to faculty whose workplan includes teaching.

Graduate and Professional Student updates. The Graduate and Professional Student Government representatives discussed the Graduate Student Bill of Rights and background on the request to increase the minimum graduate stipend.

2025 COACHE Survey. The COACHE Faculty Satisfaction Survey is sent to all full-time faculty every few years. Professor Kim Boggess described how survey

results are used and strongly advocated for faculty to take the 2025 survey, which will be launched in the first week of February. The Provost's Office will send an announcement, and the survey itself will come directly from Harvard.

COACHE was last administered in 2021. The University used the data to make improvements to the APT process, the faculty leave program, and the salary equity study. Since it's administered nationally, COACHE also allows us to compare with peer institutions.

Data collected in 2025 will be used for further actions to benefit faculty. Professor Boggess urged Faculty Council members to promote it among their colleagues. A competition called "COACHE Madness" is coming to encourage higher response rates.

Reports from Faculty Governance Committees. The Faculty Council received annual reports from the Advisory Committee; the Committee on Appointments, Promotions, and Tenure; and the Faculty Assembly Delegation. The Council also held a closed session to discuss and vote on several awards recommended by the Faculty Committee on Honorary Degrees and Special Awards.

--Ray Dooley

UNC Faculty Council meeting summary

Friday, February 28, 2025

Click [here](#) for the meeting agenda and [here](#) for the meeting video.

Faculty Chair Beth Moracco called the meeting to order at 3:00 p.m. in Kerr Hall 2001.

Chair's Welcome and Remarks. Chair Morocco began by citing the extraordinary number of executive orders and policy changes that have been issued since President Trump took office. Everyone has more questions about these than answers, but university leaders will do their best to share what they know. She

thanked the faculty and administrators who have shared information and invited everyone to continue. She hoped that the meeting would demonstrate the value of shared governance.

Chancellor's Remarks. Chancellor Roberts began by documenting the University's success in combining research excellence with comprehensive educational service, using slides to compare its metrics with those of peer institutions. See https://facultygov.unc.edu/wp-content/uploads/sites/261/2025/03/2025-02-28_Chancellors-slides_Faculty-Council.pdf.

Research Update. He then acknowledged the widespread feelings of anxiety and uncertainty about federal research funding now shared by faculty and administration. There is much we do not know, and that will probably continue. The administration will continue to seek and distribute accurate information and to advocate for the University. We are not alone; elected representatives and other local leaders understand the intellectual importance of research for the university and its practical importance for the community. We should also remember that UNC is a strong, stable institution and will remain so; it has emerged stronger from serious challenges in the past, and he remains optimistic about our future.

The Chancellor then yielded the floor to Vice Chancellor for Research Penny Gordon-Larson, who expressed agreement and thanks to him and to her staff for their support and good work. Research is at the heart of what we do here, so threats to it strike "to the heart of everything that we do." Our most important task is to continue current research and prepare for the future by continuing to write new proposals. The Office of the Vice Chancellor for Research will "continue to do what we've been doing..., which is to tell you what we know, to tell you what we don't know, to tell you what we're doing and to tell you what you can do to help all of us." She advocates strenuously for our research mission and works hard to collect and distribute accurate information about current developments. She cited the website, office hours, email, and individual conversations as valuable channels of information.

Information about current changes is often unclear and contradictory, which encourages the spread of rumors and misinformation.

Consult her office for accurate information and directives; otherwise, you are not obliged to respond. She then gave several examples of inaccurate or contradictory information and urged everyone to resist its spread. Also remember to be patient with colleagues and staff since we are all struggling to deal with a very difficult situation. Do not speak to the media without emphasizing that you are expressing your personal views and not those of the institution. Now is not a good time to ask elected officials to come to campus to discuss policy changes. Please consult with the Office of Federal Affairs before doing so.

Professor Michelle Itano, chair of the Faculty Research Committee, reiterated that campus leaders are working closely with elected representatives and their staffs to advocate for the University and to plan our responses. Ultimately we must rely on Congress and the courts to determine federal policy through the systems of checks and balances.

Q&A and open discussion with Chancellor Roberts

Q. Can the Chancellor give us new information about faculty raises? Low salaries are creating serious problems for faculty recruiting.

A. The Chancellor is aware of the problem and asks for more data on particular departments and fields.

Q. Can private fundraising help us with cuts to federal research funding?

A. Yes. The Chancellor has made this point while travelling for fundraising purposes, and alumni have come forward spontaneously. The University will clearly have to make up some of the funding difference with private funds.

Q. Does our membership in the American Association of Universities make us a party to any of the lawsuits they have filed against some the executive orders?

A. Not technically. The state attorneys general suit chose to file suit against the NIH cuts in Massachusetts, so the AAU decided to parallel that effort and only named Massachusetts institutions as its plaintiffs.

Q. We are now caught between two conflicting requirements: 1) to protect academic freedom in our teaching and research and 2) to protect our federal funding. The executive order relating to our diversity curriculum is now halted, but looking ahead, how does UNC plan to respond?

A. The Chancellor believes that we are now “broadly in compliance” with the “Dear Colleague” letter from the Department of Education, the Supreme court decision in the Students for Fair Admissions case, and the new equality policy adopted by our Board of Governors.

Q. Has the University considered a hiring freeze for new fixed-term faculty to protect the positions of current fixed-term faculty who are paid from USAID or comparably unavailable funds? It is especially important to retain fixed-term faculty researchers who have brought the University millions of dollars in grants over the years.

A. Current litigation now makes the budgetary consequences of NIH cuts unpredictable, but the Chancellor believes that existing commitments will be honored. If so, the principal impact will be on future grants. If not, the budgetary impact will be severe. The Chancellor disapproves of across-the-board hiring freezes, but expensive new hires will be closely reviewed.

Q. Is the federal government contractually bound to fulfill the rate for indirect costs which it has agreed to?

A. That is the legal question that courts must now decide.

Q. You have explained what we cannot say when speaking in public or to the media, but what *can* we say? Can we say where we work, what we do, how funding cuts will affect our work? Can we advocate for desired policy changes?

A. These cuts have been halted so they have had no impact yet. You can say what you do and its meaning for the public, and anticipate the impact of budget cuts on your own work, but do not speculate more widely than that because these funds cover a wide range of university expenses and you risk creating false impressions by unwittingly understating the full impact of these cuts.

Undergraduate Curriculum Update. Senior Associate Dean for Undergraduate Education Ian McNeely and Educational Policy Committee Chair Jennifer Weinberg-Wolf discussed recent changes to the undergraduate curriculum. Adjustments reflect recent changes in national policy and the February 5 memorandum from the UNC System, directing all campuses “to immediately suspend any general education requirements that mandate completion of course credits related to diversity, equity, and inclusion (DEI).”

The earlier “Making Connections” curriculum required a course on “US Diversity” that focused on demographic and cultural diversity within the United States. This requirement had already been repealed and replaced by the new “Ideas in Action” curriculum, and only 216 graduating seniors remained subject to it on February 5. The Chancellor and the Educational Policy Committee have now suspended the earlier requirement, and students now enrolled in those classes may complete them as electives or fulfill their graduation requirements in other ways.

The administration and the Educational Policy Committee now believe that UNC complies with the February 5 memo. Our established procedures of faculty control of curriculum will continue in the future. In response to a question, the Provost acknowledged that the uncertain meaning of DEI creates some uncertainty about what can be taught in other courses. He and his staff are now working on a solution that will comply without harming academic freedom.

Chair Moracco added that the other campuses in the UNC system have also discussed the new diversity policy and adopted resolutions of compliance that assert the importance of faculty control of curriculum. The Faculty Assembly has passed a resolution of support for these responses and asked faculty councils and assemblies to respond in turn. Chair Moracco therefore submitted a resolution of support for the Council to consider, and it passed by a unanimous voice vote.

Candidates for Faculty Chair. Chair Moracco then introduced the candidates for Faculty Chair: Professor Michael Gerhardt from the School of Law and Professor Benjamin Waterhouse from the Department of History, College of Arts and

Sciences. The candidate elected this spring will serve one year as chair-elect, before taking office as full chair next summer. The two candidates spoke briefly about their values, experience, and goals if elected.

Committee Reports and Adjournment. After approval by title of reports from the Committees on Community and Diversity, Fixed-Term Faculty, Research, and the Status of Women, the Council adjourned at 5:00 p.m.

--Harry Watson