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**Retired Faculty & Professionals**  
*We're part of the UNC-Chapel Hill family*

## RFPA Newsletter

*University of North Carolina at Chapel Hill*  
Vol. 17, No. 4, November 2024

### President's Letter

Our Association confers two major awards, the Jonathan B. Howes Lifetime Achievement Award and the Pete Andrews Leadership Award, given in alternate years. Both awards are named in honor of distinguished colleagues, and each has been given to equally distinguished recipients.

On April 2, 2025, RFPA will give the Pete Andrews Leadership Award to: **name needed here**. Please help us fill in this blank with someone worthy! Take the time to nominate a retired

faculty or senior professional staff member from UNC-Chapel Hill and secure letters of support from two others. Nominations are due Dec. 6 when they will be reviewed by a panel led by president-elect Carol Runyan. Click [here](#) for the form.

And, get your calendars out to mark a few important upcoming dates, all at the Friday Conference Center:

- Jan. 22, 2025: RFPA members lunch when Mark Katz, the John P. Barker Distinguished Professor of Music and founding director of the Next Level Cultural Diplomacy Program, will join us. He is known for creating international programs using hip-hop that have spread cultural diplomacy abroad and, we hope, will explain hip hop to those of us who prefer the Beach Boys (or the Stones).
- March 5, 2025: RFPA members lunch when Alice Ammerman, director of the Center for Health Promotion and Disease Prevention and the Mildred Kaufman Distinguished Professor in the Department of Nutrition in the Gillings School of Global Public Health, will join us.
- March 31, 2025: Annual reception for retirees and soon-to-be retirees from 5-7 p.m.
- April 2, 2025: RFPA members lunch when we will hear from the winner of the 2025 Pete Andrews Leadership Award (provided YOU make a nomination).

As I've said before (and will again): Bring your retired friends and colleagues to lunch, and invite them to join this vibrant association. Retirees from UNC-Chapel Hill and other institutions are assets, albeit hidden and underused. We do not retire from life, nor do we suddenly forgo all our experience, skills, and abilities when we vacate our offices. **Many** of us remain active in our research areas; **most** of us have a positive impact on our various constituencies; and **all** of us contribute to the greater good.

We're doing a lot, but together we could be doing so much more.

--Bobbi Owen, President 2024-2025

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## Upcoming luncheon speakers: Katz and Ammerman



- **Professor Mark Katz**, John P. Barker Distinguished Professor of Music, and founding director of Next Level Cultural Diplomacy Program, will speak at the **Wednesday, Jan. 22, 2025**, luncheon on hip-hop and how it has spread diplomacy abroad. Along with his research and innovative teaching, he has been recognized for promoting music education in underserved communities.



- **Professor Alice Ammerman**, Mildred Kaufman Distinguished Professor, Nutrition and director of the Center for Health Promotion and Disease Prevention, will speak **Wednesday, March 5, 2025**.

More information and reservation forms will be available on the RFPA website at

<https://uncrfpa.web.unc.edu/>.

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## Robert Reives shares insights on state government

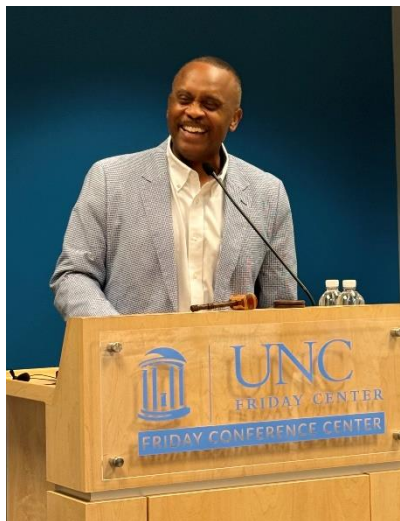


Photo by Cora Martin

Erika Lindemann, introducing the guest speaker at our October lunch meeting, remarked sadly that we were all so tired of the mean-spirited turn our politics has taken lately. For that reason, she added, this was the perfect time to hear from Robert Reives, Democratic leader of the N.C. House of Representatives because his reputation is as someone who can work across party lines to get the important work of state government done. The title of Reives' non-partisan talk was "Robert's Rules: Why State Government Matters." Active in community affairs, Reives was appointed to the N.C. House in 2014 to fill the remainder of a term in District 54. He was subsequently re-elected six times, including this month, despite the district changing shape nearly every two years. The district covers all of Chatham and part of Randolph counties. Reives is a double Tar Heel, having earned a B.S. in business administration and finance and then a degree from the School of Law. Much of his presentation stressed the importance of public education, without which he said he wouldn't have been standing before us. Eighty percent of the state's population is a product of North Carolina's excellent public education system, and we need to fight to keep it. Carolina has a reputation for being good for business, and a big part of what lures companies to the state is the availability of educated workers. That produces the financial well-being that allows us to address our priorities and help all the people who depend on us.

State government is the driver of economic health, Reives said, but we can't take it for granted. Right now, a 25 percent vacancy rate in government positions results from wage levels

that can't compete with jobs in private industry, which of course is also part of the reason for our dire teacher shortage.

The state has the money to invest in people, but it's up to all of us to get involved and fight to see that the money is invested where we think it should be. "What do you believe in?" he asked. "Your vote matters in state government. Don't give up on politics."

"North Carolina is truly the land of opportunity," Reives concluded. "Let's take advantage of what we've worked so hard for and keep it that way."

--Bob Lauterborn

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## Dorrance's keys to winning performance



"Radical transparency." In introducing our November RFPA speaker, that's what Howard Aldrich, professor emeritus from the UNC Department of Sociology, said is one of the keys to Anson Dorrance's unprecedented and never-to-be-matched record as coach of the UNC-Chapel Hill women's soccer program.

Dorrance's teams won 22 NCAA titles. (To put that into perspective, the legendary John Wooden coached UCLA's men's basketball teams to 10 titles. UCONN's Geno Auriemma has won 11 in women's basketball.)

What does "radical transparency" mean? Every player on Dorrance's roster knows *every single day* exactly where she stands vis-à-vis her teammates in her competition for playing time and in her progress toward her personal goals for improvement. Every detail is measured in each practice session, and the updated rankings are posted for all the players to see that night.

Dorrance, who retired this summer, credits basketball coach Dean Smith with his introduction to data-driven player analysis when Smith generously invited the young coach to

observe his practices.

“You can’t improve what you can’t measure,” Dorrance said he learned. He positions himself as a partner for each player, helping her to understand what she has to do in her process to improve her numbers and become the world-class player that the “Alpha Warriors” drawn to this program believe they could be and should be. His passion and his real job, he said, is “human development.”

His “culture of high performance” rests on three epiphanies. The first is the “Competitive Cauldron,” which sets a very high standard of fitness for the team, he said. To paraphrase something one of his all-time great players Mia Hamm said, the only excuse for not making the standard is to pass out trying.

Dorrance said the coaches want players to live in “a climate of never-ending ascension.” Each player is accountable every day for her performance against a broad array of statistically measured criteria. There is no coasting at Carolina.

The second epiphany: Principle-Centered Living through Core Values. On and off the field. There are a dozen of these, such as tough, disciplined, focused, classy, caring, accountable, et cetera, and twice each year each team member is evaluated by every other player on each element. The results of these peer reviews are not public; they’re only shared with the player, he said.

How one great international player reacted when she saw a more humbling result than she expected: cold silence, then one simple resolve: “I have to change.” A coveted award is presented at the end of the year for the player who scores highest on living her core values.

The third epiphany: Getting Personal Narrative to the Truth. This speaks to the challenge of leading Gen Z, Dorrance said. Many of today’s young people have been misguided by the so-called self-esteem movement, participation trophies and the like.

Compromised standards lead to a “personal narrative” that’s at variance from the unvarnished truth, he noted. Everyone fails at some point. It’s how players react and respond to that failure that produces the “sharks with blood in the water” attitude that characterizes Carolina’s incomparable success in women’s soccer under Anson Dorrance’s guidance.

--Bob Lauterborn

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## Nominations open for Pete Andrews Leadership Award



Nominations are being accepted through Dec. 6 for the Pete Andrews Leadership Award. Pete served three years as president-elect, president and past president of the organization. He died unexpectedly May 5.

President-elect Carol Runyan chairs the RFPA Awards Committee. Nominations can be sent to her at [Carol.Runyan@unc.edu](mailto:Carol.Runyan@unc.edu) using a subject line of PETE ANDREWS AWARD and the nomination form found [here](#). The deadline to submit nominations is 5 p.m. Friday, Dec. 6.

RFPA has given its leadership award since 2009 to individuals who have provided leadership to RFPA as well as distinguished service to the University. The award is open to any living faculty member or senior professional staff member retired from UNC-Chapel Hill whose leadership has been extraordinary. Nominations must be submitted by a current member of the RFPA with two supporting letters.

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## No IAH retirees seminar in spring

The Institute for Arts and Humanities retirees seminar will not be held in spring 2025. RFPA will work with IAH staff to determine the next session, either fall 2025 or spring 2026.

## Leadership Challenge Fund

RFPA is seeking to raise a total \$10,000 to support its leadership awards. Some of this total will match a gift made by 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](mailto:createalegacy@unc.edu).

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## Credit cards to pay for lunch meetings and membership

RFPA members can now use credit cards through PayPal for lunch meeting costs and annual/lifetime memberships, thanks to the efforts of treasurer Steve Matson. That link can be accessed at the bottom of the RFPA website (<https://uncrfpa.web.unc.edu/>) under the information for Mark Katz, the January RFPA lunch speaker. Because of the PayPal processing fee, using a credit card will cost \$26.25. Members who choose to pay by check will continue to pay the flat \$25 lunch fee.

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## Retirement guide updated

Thanks to the oversight and tireless work of RFPA member Tom Clegg, the retirement guide has been updated on the UNC Human Resources website. Be sure to read it and share 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> .

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## **Nominations for elections spring 2025**

Every spring, RFPA holds an election for a rotating portion of its leadership. A nominations committee, chaired by executive committee member-at-large Jan Yopp, has been formed. The committee seeks nominations for secretary, two members-at-large to serve on the executive committee, and president-elect to take office on July 1, 2025.

In two of every three years RFPA identifies candidates for the Retired Faculty Division of Faculty Council who are elected via a separate process run by the Office of Faculty Governance. No seat is open in 2025.

The slate will be ratified at the March 5, 2025, lunch meeting with ballots sent to all voting members soon after. Successful candidates will be introduced at RFPA's April 2 annual meeting.

Please consider making yourself known to the committee ([jan\\_yopp@unc.edu](mailto:jan_yopp@unc.edu)) if you are interested in being part of RFPA's leadership – and consider nominating others you think would be excellent representatives.

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## **Volunteer Opportunities**

### ***International Scholars activities***

International Student and Scholar Services is partnering with RFPA for a roundtable discussion on April 15, 2025. The topic will be grant writing, especially biomedical grants. Each event is an hour-long discussion followed by lunch and networking. Please contact Lynne Vernon-Feagans at [lynnevf@email.unc.edu](mailto:lynnevf@email.unc.edu) or Connie Eble at [connieceble@gmail.com](mailto:connieceble@gmail.com) if you are interested and have expertise in that area.

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## How to donate books

Wondering what to do with all your books as you retire and/or downsize? Some sleuthing uncovered a website with a number of suggestions on options for donating your books to needy libraries and schools, and a UNC librarian confirmed it as a useful and reliable site. Check it out: <https://libguides.ala.org/book-donations>

### [LibGuides: Book Donation Programs: Home](https://libguides.ala.org/book-donations)

Information about how to donate books to needy libraries. Also includes resources for those seeking donations.

[libguides.ala.org](https://libguides.ala.org)

Some ideas that you can read more about at this link include donating internationally without having to pay for shipping, as well as to domestic libraries that have been affected by disasters (e.g., fires, floods). You might also consider prison libraries and local libraries (e.g., Chapel Hill Public Library, Durham Public Library and community colleges).

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## UNC FACULTY COUNCIL MEETING SUMMARY

**Sept. 13, 2024**

Faculty Chair Beth Moracco opened the meeting at 3:40 p.m. in Kerr Hall Room 1001, Eshelman School of Pharmacy.

**Opening remarks.** Chair Moracco began by summarizing the “extraordinarily tumultuous academic year” of 2023-24, which included these developments:

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- In May, the Board of Governors replaced the existing policy of diversity, equity, and inclusion with a policy of equality. Some faculty had expressed support, but most discussants had voiced “eloquent and robust opposition.”
- In June, the UNC System Office issued guidelines and a reporting template for implementing the new policy, with a reporting deadline of Sept. 1.
- In July, our administration announced that an administrator-led process would replace our long-established student-led Honor Court.
- In August, Acting Chancellor Lee Roberts became our permanent chancellor.

Other highlights of the year included numerous and rapid faculty hires for the new School of Civic Life and Leadership, reports to the Chancellor from four key working groups, and much work by the College of Arts and Sciences to implement the new course requirement on “Foundations of American Democracy” (FAD). Many such changes have traditionally been faculty responsibilities, so many are concerned about preserving shared governance.

Chair Moracco responded with her two major priorities for the coming year:

- Preserve the faculty’s *role* in shared governance, especially on these topics:
    - Job preservation. The new policy on equality will eliminate 20 positions and realign 27 others.
    - Community atmosphere. With support from the Chancellor and Provost, faculty must continue to create and sustain a diverse, equitable, and inclusive community. Research shows that these qualities are essential for good teaching and research.
    - Student diversity. The entering class is less diverse in 2024 than in 2023, especially among Black and Native American students. The end of DEI policies may contribute to this trend, so faculty must seek other ways to advance diversity.
    - Campus protests. Early October marks the one-year anniversary of the Hamas attack and the subsequent destruction in Gaza. Observances will challenge our values of free expression, the prohibition of intimidation and harassment, and the preservation of community safety.
  - Preserve the faculty’s *engagement* in shared governance. There are 160 members of faculty committees, and many more are involved in other ways. We should look for ways to foster feedback and dialogue on campus and to gather faculty feedback.
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Moracco then introduced Katie Musgrove, chair of the Employee Forum, and Elaine Reiche, our liaison with the Graduate and Professional Student Association, and thanked them for their work. The undergraduate representative to the Faculty Council has not yet been named.

**Chancellor's remarks.** Chancellor Lee Roberts said that we are now in the fourth year of a five-year strategic plan. His strategic thinking now concentrates on four main topics, or "big buckets": 1) applied physical sciences and engineering 2) enrollment 3) artificial intelligence and 4) a fiscal master plan. He has appointed four working groups to study these topics, each chaired by a senior administrator and including faculty, staff, trustees, and alumni. The working groups reported on Aug. 1, and the administration is now planning to implement their recommendations.

UNC submitted its plan to end the DEI policy on Sept. 1, using the BOG template. The School of Civic Life and Leadership is "up and running," with a three-course minor field in place. Becci Menghini of Human Resources and Operational Excellence heads a team to make faculty hiring more efficient. Its first recommendations will be implemented on Nov. 1 and the others on Jan. 1.

Planning has begun for a new basketball arena. Though the decision might not stand, UNC is responding to the court decision on athletes' names, images, and likenesses. Administrators are also preparing a draft budget for BOG approval in the 1<sup>st</sup> quarter of 2025.

Chancellor Roberts concluded by recognizing the 2024 recipients of the Phillip and Ruth Hettleman Prizes for Artistic and Scholarly Achievement by early-career Carolina faculty.

- Wubin Bai, Applied Physical Sciences, College of Arts and Sciences
- Stephanie DeGooyer, English and Comparative Literature, College of Arts and Sciences
- Julia Rager, Environmental Sciences and Engineering, Gillings School of Global Public Health
- Carl Rodriguez, Physics and Astronomy, College of Arts and Sciences
- Mark Shen, Psychiatry, School of Medicine

**Provost's Remarks.** Provost Christopher Clemens began by thanking Chancellor Roberts, Chair Beth Moracco and Secretary Jill Moore for their service.

He reminded us of the powers of the Faculty Council, as enumerated in Section 2-8 of the Faculty Code. "Faculty are the center of governance of the university," he said, so faculty should "call out" the administration if it deviates from these powers.

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He acknowledged the difficulties of the last year. The BOG has replaced former campus DEI mandates with a new policy of nondiscrimination, equality of opportunity, institutional neutrality, academic freedom, and student success. The administration is working to implement the new policy while preserving colleagues' jobs and an inclusive environment. Staff from the Office of Diversity and Inclusion have been reassigned to other areas of the Provost's Office, Human Resources, or Student Affairs, but successful programs such as Project Uplift, the Stone Center, and other academic and community engagement centers will not change. He has asked Vice Provost Leah Cox to look broadly at student success efforts and seeks faculty volunteers for the relevant committees. He concluded by invoking the "audacity of imagination" to help us cooperate and enrich the lives of all North Carolinians.

**Question period.** Professor Jennifer Smith asked about the abolition of the student-led Honor Court without student or faculty input, calling it a possibly "flagrant violation of shared governance." The Chancellor answered that our peer institutions had now ended student-led disciplinary processes, that professional litigators now threatened to overmatch student prosecutors and judges, and that former Chancellor Holden Thorpe wished he had taken this step 10 years ago. The change took place over the summer to reduce discontinuity between semesters. Chancellor Roberts apologized that "we did not do as good a job as we should have in consulting with both faculty and students."

Professor Allison Schlobohm of the School of Business asked about changes to the Campus Y. The Chancellor noted wide agreement that the Y had been improperly used in the encampment movement, so he had appointed another working group to evaluate it. Former BOT chair Richard Stevens and former Chancellor James Moeser lead the committee, and its members include active student members of the Y, alumni friends of the Y, and the current Y director. The working group has drafted a report and will submit its final version on Nov. 1, but the Chancellor does not expect many changes.

Professor Miguel La Serna, chair of the Department of History, thanked the Chancellor and Provost for supporting a welcoming environment, but asked how they plan to accomplish it and measure their results. He knew about measures for student support, but what about faculty and staff? He also asked about the committee charged with assessing gender-based salary inequities. The Chancellor agreed that the university must support diversity but acknowledged

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that it has not always done so. The state is growing and changing fast and we have to reflect that. How?

- We need to do a better job of outreach and persuade more successful applicants to accept admission.
- Tuition has been flat for eight years and is now 20 percent lower in inflation-adjusted dollars, but people do not know that. We also spend \$200 million per year on financial aid. We need to communicate this information better.
- We must make sure that students feel this is the place for them when they arrive. We have many student groups and organizations to address student interests, and we much make sure students find them.

The committee on salary inequity has met and the administration is addressing its recommendations with a nationally recognized methodology. We are making progress on salary inequity, student success, and staff well-being, but this requires lots of hard work. The demands on the staff are too great to make these changes all at once. Chair Moracco confirmed this point. Moreover, the Provost assured the Council that the equality policy will not prevent research or strategic thinking on reducing inequities.

Professor Erica Johnson, social sciences, asked why we measure inclusivity by numbers of enrolled students rather than accepted applicants. The Chancellor said that mistakes involving the new FAFSA application had discouraged some students from accepting admission offers and made admissions data uncertain for a single year. Vice Provost for Admissions Rachele Feldman explained that we use enrolled students to measure inclusivity because that's what other schools do and that's the way we have always done it. This concluded the question period.

**Other business.** Ian F. McNeely, the new Senior Associate Dean for Undergraduate Education, introduced himself by describing his previous work at the University of Oregon, his personal and professional reasons for coming to Carolina, his support for the principles of diversity and inclusion, and his plans in his new position.

Professors Andy Hasek and Joy Renner, co-chairs of the Committee on University Government, proposed resolutions 2024-7 and 2024-8, respectively amending the Faculty Code to reallocate seats on the Administrative Board of the Library and to increase and specify the membership of the Faculty Information Technology Advisory Committee. After some discussion and technical

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amendment, both motions passed by voice vote and will go to the general faculty for electronic ratification.

**ELEVATE Program.** Giselle Corbie, associate vice provost for Faculty Affairs, explained the ELEVATE program in the Office of Faculty Affairs and thanked faculty for their interest in wellness and well-being. This work falls into three “buckets”: 1) faculty development, 2) faculty advancement for all levels of faculty, including promotion and tenure where applicable, and 3) promoting faculty members’ sense of belonging and community. ELEVATE is a suite of programs to advance these goals.

ELEVATE pursues these goals with faculty wellness groups, fixed-term faculty development awards, and [faculty collaborative excellence awards](#). Wellness groups may draw together faculty with any common interest or identity. They may foster scholarly projects or personal or professional goals and should encourage their members’ sense of community and common purpose. Grants of \$2,500 each are available to support the activities of these groups. Fixed-term faculty development awards support recipients with grants of \$25,000 to enhance their teaching and scholarship and foster their greater collaboration with tenure-track faculty. Faculty collaborative excellence awards encourage interdisciplinary work by supporting strategic cluster hires of as many as three scholars each from interlocking disciplines. Three-year grants are available for as much as \$100,000 per person per year. The current application deadline is now Oct. 1.

Other programs of this office include the Faculty Development Liaison Network, which fosters communication among all UNC faculty development programs, and InterFolio’s digital reporting program for efficient, secure, and transparent dossier review. The Office of Faculty Affairs is also adopting InterFolio’s Faculty Activity Reporting module to create CVs, web profiles, and workload reports supporting accreditation and Appointment, Promotion, and Tenure (APT) work. Tenured faculty will begin using this module in January 2025, and fixed-term faculty will do so later.

**Foundations of American Democracy course.** Dean Jim White of the College of Arts and Sciences provided an update on the new “Foundations of American Democracy” (FAD) course requirement. Dean White acknowledged that this requirement came from beyond our campus and was not initially welcomed by the faculty, but he appointed an ad hoc committee of College

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faculty who were familiar with the Ideas in Action curriculum to meet over the summer and prepare a positive response.

The committee immediately decided to own the new requirement and give it the same high quality as Carolina's other courses. The BOG had chosen two learning outcomes for the course and the committee added two more:

1. Evaluate key concepts, principles, arguments, and contexts in founding documents of the American republic, including the United States Constitution, the Declaration of Independence and a representative selection of the Federalist Papers.
2. Evaluate key milestones in progress and challenges in the effort to form "a more perfect Union," including the arguments and contexts surrounding the Gettysburg Address, the Emancipation Proclamation, and the Letter from Birmingham Jail, as well as other texts that reflect the breadth of American experiences.
3. Identify and analyze the political, historical, and cultural impact of founding documents on governance and democracy in America.
4. Identify and analyze the political, historical, and cultural impact of key milestones in American history on the evolution of democratic republicanism in America.

FAD course must serve 5,000 first-year and transfer students each year. Instead of creating all new courses or relying entirely on history and political science, the committee decided to fold FAD requirements into existing courses from all disciplines. It also decided that all FAD courses would be interdisciplinary by definition and should "double-count" by fulfilling a focus capacity from the Ideas in Action curriculum.

The College will offer a pilot FAD program in spring 2025, based on selected sections of History 127 and Political Science 100, and fully expand it in fall 2025. Almost half of our students will be able to place out of the requirement through AP course credits, and about 25 percent can fulfill it through existing history and political science courses. Most of these must be large lecture courses with recitation sections led by graduate students. The remainder will need as many as 40 new courses of 40 students each, offered by faculty across the College. Dean White hopes to see imaginative new courses that will make us proud of this addition to the Carolina curriculum.

The General Education Oversight Committee reviewed and approved FAD plans on Aug. 23. Review by the Educational Policy Committee comes next, soon followed by a call for course proposals. Responding to questions, Dean White reported that we do not know yet how the

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UNC System will evaluate our success. A guidance document will be available for course design.

There being no further business, Chair Moracco adjourned the meeting at 5 pm.

--Harry Watson

## Faculty Council Meeting Summary

Oct. 25, 2024

**Opening remarks.** The meeting was called to order by Faculty Chair Beth Moracco. She noted that neither the Chancellor nor the Provost were able to attend, but would return for the November meeting. Further points addressed by Moracco:

--Hurricane Helene will cost the UNC System some \$33 billion. The System will make a special funding request to the state legislature.

--Western Carolina and Appalachian State function relatively well. UNC-Asheville has been hardest hit and has gone to remote instruction.

--Support has come to the affected institutions from across the System; Beth encouraged all to assist as able.

--Moracco acknowledged the stress to each member of the community present in the week Oct. 7-11, which marked the anniversary of the Oct. 7 attack in Israel and included the installation of Chancellor Roberts. She noted the collective exhalation upon a successful completion of that week. She noted that “the balance of openness and security is tricky.”

--She noted that the election was approaching. She suggested there would be a “period of discussion” no matter the outcome. We, as faculty, can “mentor, engage, and lead” before the election and serve as a “stabilizing force” after the election.

**Chair elect position.** Adam Versenyi (Dramatic Art), chair of the Advisory Committee, offered thoughts about the upcoming “Chair Elect of the Faculty” election. This is a new position and process. After Moracco’s term, the newly elected chair will serve one year as chair elect (essentially shadowing the current chair) and then serve a two-year term.

--Versenyi and Moracco offered a wide and enthusiastic invitation to all members of the

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Faculty Council to nominate a colleague or, if so moved, him or herself, to stand for election.

--He described the role of the Advisory Committee: to accept nominations and then vet those nominated. Secretary of the Faculty Jill Moore will contact those nominated to discern if they are willing to stand for election. From those willing, the Advisory Committee will then vet the candidates according to a list of attributes (leadership experience, interpersonal communication, etc.) and provide a ranked list of five candidates. Moore will contact, in order, those five for a final determination of willingness to run. The top two willing and vetted candidates will then stand for election.

**Hurricane Helene support.** Director Lynn Blanchard gave a lengthy and detailed update on the Hurricane Helene situation through the lens of the Carolina Center for Public Service. She offered an overview of the Center's 25-year history (beginning one week before Hurricane Floyd). Darrell Jeter, director of Emergency Management and Planning, and Professor Bill Gentry, Health Policy Management (Gillings School of Public Health), provided a compelling overview of the situation in the western part of the state and the steps that have been taken and continue to be taken on the part of UNC-Chapel Hill to be of service. Gentry emphasized three points:

- For those who wish to help in person, it is still too soon to head west.
- Use local contacts in the affected area; let them tell you what they need.
- Be self-sufficient if you go so that you do not use resources meant for those affected.

Further information is available at the Carolina Center for Public Service website and at the site of North Carolina Voluntary Organizations Active in Disaster.

**Center for Faculty Excellence.** A Center for Faculty Excellence Director Erin Malloy and Emily Boehm, senior faculty development officer, provided a preview of upcoming workshops under the heading "Teaching in Challenging Times." For details, see the CFE website.

**Resolutions and Statements Committee update.** Secretary Moore presented the findings and recommendations of the Ad Hoc Committee on Faculty Governance Resolutions and Statements, "When and how we who are involved in faculty governance speak out about important issues." The hoped-for outcome: "to promote informed, respectful and nuanced discussion about complex issues." In the Faculty Council, these guidelines are recommended:

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- No topic is to be off limits.
- Robust discussion is to be supported.
- Discussion precedes action (the issuing of a resolution or statement).
- Take the time necessary for discussion.
- Allow multiple voices to be heard.

To facilitate these recommendations:

- Faculty Council members should know the powers and duties of the Council.
- Faculty Council members should be aware of the different ways topics may be brought before FC.
- Faculty Council meetings can include discussions not leading to resolutions or statements.
- Faculty Council committees should be used to vet and prepare resolutions and statements.
- More time should be provided prior to meetings for Faculty Council members to review proposed resolutions and statements.
- Faculty Council members should have background and context for resolutions and statements.
- Adequate time for thorough discussion should be provided by scheduling discussion near the beginning of meetings and by allowing for diverse voices by limiting individual comments to two minutes.

In the question and comment time following the presentation, several members expressed thanks to the Ad Hoc Committee for the “heavy lift” entailed by this review of procedures and concomitant recommendations.

**Faculty Research Committee proposed changes.** The final agenda item: a presentation by Professor Andy Hessick (Law) of Resolution 2024-9 amending the Faculty Code of University Government to revise the charge and membership of the Faculty Research Committee, as proposed by the Committee on University Government. Salient changes proposed to the Chancellor:

- Increase size of the committee from 9 to 10;
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- Recommend the rank of the 10 committee members (five tenured full, one tenured associate, one tenure-track assistant, one fixed term, two of any rank); and,
- Report to the Vice Chancellor for Research instead of to the Chancellor.

A lively discussion centered around the presence of only one fixed-term faculty member on the committee as proposed. Several council members attested to the research done by fixed-term faculty members in their units. Hessick noted that the committee's intention was to be more, not less, inclusive by specifying the ranks of members. After discussion, the resolution was returned to the Committee on University Government for further consideration.

**Anne Queen Room changes.** The meeting closed with brief words from Secretary Moore on proposed changes to the Anne Queen Faculty Commons use guidelines. Most important to RFPA members: the Commons remains available to faculty (active and retired) from 8 a.m.-2 p.m. (to 5 p.m. if no afternoon reservations are made) Monday to Friday.

--Ray Dooley

