Faculty Council Meeting

Wednesday, March 19, 12:45 - 2:00

Minutes

Members present:

Jeffrey George (Chair) Cliff Odle (Vice Chair)

Frazier Smith (Interim Secretary)

Kara Andersen Christopher Bruhn

Chris Dorr

Rosemary Millar Shahin Gorgani Jared Redick Clinton Smith Abigail Yager Bill Volz

Claire Fort Martha Golden Dmitri Vorobiev Joe Lopina

Others Present:

Brian Cole
Patrick J. Sims
Karen Beres
Kory P. Kelly
Katherine Johnson
W. Steve Martin

Jill Lane

Dr. B. Afeni McNeely Cobham

Bridget Werner Shannon Wright Saxton Rose

Kathryn McMillan

1. Call to order: 12:47 PM

- 2. Approval of minutes from 2/19 meeting
 - a. Vorobiev moves, Smith seconds
 - b. No discussion, approved without dissent
- 3. Guests
 - a. Shannon Wright: Days of Giving
 - i. Individual gifts participation boosts ability to reach out to donors for your school.
 - ii. Giannini Society: payroll deduction, \$100/month (reduced rate), counts as a challenge gift
 - iii. Email footer: consider including in your email
 - iv. Provided a link to the Days of Giving website (see addendum 1 below)
 - b. Steve Martin: repairs & renovations ("R&R"), capital funding
 - i. George noted that Martin has been recognized as the best in the UNC system for utilizing R&R money, and that his presentations boost morale.
 - ii. Gave a brief explanation of what R&R funds are and how they are proposed and allocated (done by biennium through the legislative budget).

- iii. Showed the list of recent past, current, and near future R&R projects, including the roof replacement of Gray building and the renovation of the Stevens Center.
- iv. R&R information is available through a Team (see addendum 2 below)
- c. Patrick Sims, Brian Cole, Dr. B Afeni McNeely Cobham: DEI impacts of federal, state & system actions
 - i. Timeline of important actions
 - 1. April 2024, Equality Within the University of North Carolina (BOG)
 - 2. Jan 20 EO/Jan 21 OPM guidance/Jan 23 Ed Dpt
 - 3. Feb 5 UNC System Memo & follow-up guidance
 - 4. NC Senate Bill 227 (see addendum 3 below)
 - ii. Sims: tension between directives and guidance and honoring/living out our values.
 - Have not received official guidance regarding handling funding for scholarship support
 - 2. Do have guidance regarding curriculum remove mandatory DEI courses or experiences.
 - a. We are in compliance with system expectations (no changes due to DEI guidance)
 - Did have to make changes for Foundations of American Democracy
 - 3. Protect academic freedom how best to do this?
 - iii. Cole: we have a contingency in place to maintain scholarships that may be impacted (which totals roughly \$26,000).
 - iv. McNeely Cobham: values remain, but approaches may need to change based on guidance from the system
 - Working with Lane and George to roll out a resource hub for faculty, to provide a strong foundation for academic freedom and difficult conversations in the classroom.
 - v. George drew attention to NC Senate Bill 227, filed last week, and encouraged faculty to read it for future conversation.

4. New Business

- a. Faculty Assembly Resolution
 - i. Odle reads the resolution into the minutes (see addendum 4 below).
 - ii. Odle moves to endorse the resolution, Yager seconds.
 - iii. No discussion
 - iv. Resolution endorsed without opposition

5. Old Business

a. Faculty Enrichment Day: feedback & discussion (as time allows)

- i. George presents three themes that he sees in the feedback provided by Council members through a preliminary survey:
 - 1. More focus on preparation for upcoming semester
 - a. Al training
 - b. Syllabus writing, classroom management
 - c. Faculty search, peer review committee training
 - 2. More cross-departmental faculty interaction
 - a. Learning about other schools
 - b. Time for both structured and unstructured conversation
 - 3. Different time of year
 - a. First collaborative day might be better time for broader pedagogical instruction
- ii. Lane spoke to her thoughts on the feedback
 - 1. Looking for opportunities that already exist to meet the needs and desires expressed.
 - 2. Afternoon of FED could be a good time for longer workshops such as those suggested above under point 1.
- b. Faculty manual changes: George issued a final call for changes to be considered by the Council.
 - i. Courses being added to or removed from exemption list for student evaluation working through CEC
 - ii. Email any others to George before 4/2 meeting.
- c. Remaining meeting schedule, faculty elections timeline
 - i. March 26: Standing Committees
 - 1. Election details go out to school reps
 - ii. April 2: Faculty Council (by zoom, with admins)
 - iii. April 9: Standing Committees
 - iv. April 16: Faculty Council (in person, no admins)
 - 1. Deadline to complete school elections and report to Jeff
 - v. April 23: Standing Committees
 - 1. Newly-elected reps seated
 - 2. Deadline to elect '25-'26 chairs and report to Jeff
 - vi. April 30: Celebration of Excellence (no FC meeting)
 - vii. May 9 (Friday): Faculty Council
 - 1. New members seated, elect '25-'26 officers
- 6. Standing Committee Reports: tabled for 4/2, email George with any immediate updates.
- 7. Provost's Report

- a. CSI Updates (along with Beres) see addendum 5 below
- 8. Chancellor's Report
 - a. News article about real estate purchase not announced from our end yet, still in negotiations (building adjacent to Stevens Center)
- 9. Adjourn: 2:05 PM

Addendum 1: Days of Giving

Addendum 2: Repair & Renovation

Link to team: # Facilities Management Team | General | Microsoft Teams
(Click on General channel, then "FMD Capital", then "2024-2031 Six Year Capital Plans")

Spreadsheet attached

Addendum 3: NC Senate Bill 227

Addendum 4: Faculty Assembly Resolution of February 21

Addendum 5: CSI Updates attached

DAYS GVING

Faculty Council March 19, 2025

Shannon Wright,
Senior Director of Development,
Annual & Family Giving

Bridget Werner,Annual Giving Program Manager

UNCSA DAYS OF GIVING

April 2-3, 2025

WHAT?

Annual 48-Hour Giving Campaign (more than 40 funds to support)

WHY?

To support UNCSA students and make an impact on our arts community

WHO?

- Friends Supporters, Boards, Community
- Parents & Families
- Alumni
- Faculty & Staff
- Students

HOW?

- give.uncsa.edu
- Checks, Donor-Advised Funds, Stock Gifts
- Payroll deduction for faculty & staff



Promotional Elements

External Promotion

 Direct mail, email, video, text, social media, website takeover, paid promo

Internal Promotion

- Board, Faculty, Staff Presentations
- Two Day On Campus Presence: Signage, Food, Games, Prizes, Music, Pickle Prowl



Pickle Prowl

Gavin Flory – D&P Costume Design

"An artist is only as good as their tools, so having the proper equipment to get the job done is important to everyone...having the proper funding creates a more stable baseline for all the schools to succeed."

Brayden Pope – HS Music

"I would love to support the music discretionary fund because it has helped me grow as a musician and person over this past year. This school has taught me so much!"



UNCSA DAYS OF GIVING

Pickle Sock Design Challenge

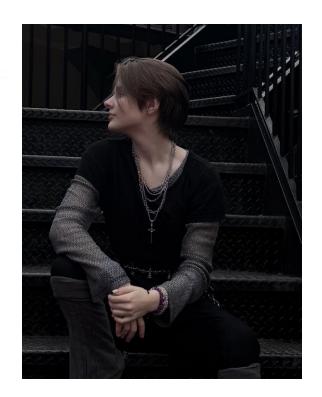
- Collaboration with HS Visual Arts
- Dakota Artimisi Junior

"My favorite thing about UNCSA is how much inspiration is around me. My peers are all so creative and talented and I love being able to see their work and hear their ideas. I chose to study at UNCSA because I wanted to find my artistic voice and expand my talents."

\$100 Donation to UNCSA Fund = Pair of Limited-Edition Pickle Socks V







UNCSA **DAYS** OF GIVING

UNCSA DAYS OF GIVING

Goals for 2025

2025 Dollar Goal

• \$315,000 (vs. \$302,795 LY)

2025 Gifts

• 1000 (vs. 980 LY)

2025 Challenge Gifts

- \$125,000 (vs. \$125,000 LY)
- Currently \$100,000 committed (80% of goal)

UNCSA DAYS OF GIVING

How You Can Help

Make a Gift!

- Open for early gifts!
- Faculty & staff Giannini Society memberships via payroll deduction
 - \$100/month
 - Counts as a Challenge Gift!

Volunteer!

- Volunteer for on campus events
- Wear your support with Days of Giving t-shirts and stickers to promote the word across campus

Be a Pickle Promoter!

- Change your email signature
- Spread the word to your networks and 'share the campaign' from the website
- Post on socials
- Encourage your colleagues, family, and friends to participate

UNCSA DAYS OF GIVING Rise to the Moment April 2-3, 2025

Click to learn more



FY25-31 SIX-YEAR CAPITAL PLAN

		THE LINUV	FRSITY OF	NORTH C	AROLINA SO	HOOLOET	HE ARTS							
	THE UNIVERSITY OF NORTH CAROLINA SCHOOL OF THE ARTS FY2021-25 BUDGET APPROPRIATIONS					HE AKIS	FY2025-31 PROPOSED BUDGET APPROPRIATIONS							
1		Project	FY2021 2021-2022	-25 BUDGET 2022-2023		TIONS	Remaining	Proposed	FY2 Proposed	Proposed	Proposed Proposed	Proposed Proposed	Proposed	
	Previous Allocations	Authorization	Allocation	Allocation	Allocation	2024-2025	Balance to be	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030	2030-2031	TOTAL
I. SCIF MAJOR R&R PROJECTS												***		
Stevens Center-Roof, Water Intrusion, Bldg. Envelope		\$4,800,000	\$480,000	\$4,320,000			\$0							\$0
Gray Building-Roof, Bldg. Envelope, HVAC, Fire Suppression		\$3,350,000	\$3,350,000				\$0							\$0
Performance Place/Workplace/WPV-Roof Replacements	Roof, Bldg. Envelope, HVAC, Fire	\$2,435,000	\$2,435,000				\$0							\$0
Stevens Center Renovation, Phase 1		\$25,000,000	\$2,500,000		\$22,500,000		\$0	INC Contain Office .		and flambas				\$0
Kenan Drive Utilities and Resurfacing		\$2,003,554			\$200,355		\$1,803,199	JNC System Office v	will generate (cash flow base	a on project aes	sign and constru	uction schedule	\$1,803,199
Design & Production BAS Upgrade/HVAC/Boiler/Fire Alarm		\$4,000,000			\$400,000		\$3,600,000							\$3,600,000
Campus Entrance Stream Restoration		\$2,000,000			\$200,000		\$1,800,000							\$1,800,000
ADA Restrooms (Workplace, Gray, WP 5, Workplace 2)						\$4,000,000	\$0							\$0
PROPOSED PROJECTS (in priority order)														
Watson Hall Roof								\$2,000,000						\$ 2,000,000.00
Fire Alarm (Film Building 1,2,3, Facilities Mgt., Buck)								\$2,000,000						
Sanford & Moore MEP Upgrade		Change in Scope						\$4,500,000						\$ 4,500,000.00
Roofs (Film Media, Library, Central Storage)									\$4,000,000					\$ 4,000,000.00
Sanford & Moore Structural Repairs									\$5,000,000					\$ 5,000,000.00
D&P Ceilings, Drop (Lights, Sprinklers, HVAC)										\$3,000,000				\$ 3,000,000.00
Sanford & Moore Building Envelope Repairs										\$2,500,000				\$ 2,500,000.00
Windows and Doors (Workplace 5, Workplace, Facilities, Commons)										\$2,000,000				\$ 2,000,000.00
Chiller Plant 2											\$8,000,000			\$ 8,000,000.00
Costume Storage Renovation											\$2,500,000			\$ 2,500,000.00
Tunnel Structural Improvement and Drainage												\$3,500,000		\$ 3,500,000.00
Chiller Plant 1 Expansion												\$8,000,000		\$ 8,000,000.00
Redundant Electrical Distribution Center													\$2,000,000	\$ 2,000,000.00
TOTAL SCIF MAJOR R&R		\$43,588,554	\$8,765,000	\$4,320,000		\$4,000,000	\$7,203,199	\$8,500,000	\$9,000,000	\$7,500,000	\$10,500,000	\$11,500,000	\$2,000,000	\$54,203,199
II. SCIF MINOR (MAINTENANCE) R&R PROJECTS		Proj. Auth.	2021-2022	2022-23	2023-24	2024-25	Balance							
Film School, Buildings 1 & 2-Repair & Replace Windows		\$160,793	\$160,793				\$0							
Drainage & Landscape Improvement/Common Area at Moore & San	nford	\$397,000		\$0			\$397,000							
Gray Building-Remove Boilers		\$121,266		\$121,266			\$0							
Commons Building-Upgrade Air Distribution & Controls		\$86,222		\$86,222			\$0							
Gray Building-New Electrical Service Main		\$256,000	\$256,000				\$0							
Workplace-Renovate Drama Studios		\$448,000	\$448,000				\$0							
Workplace-Renovate Drama Administrative Offices		\$323,000	\$323,000				\$0							
Film Archives Building-A/C & Controls		\$885,000	\$485,000		\$400,000		\$0							
Film School Building 2 Theater Dimmers			\$232,000				\$0							
Film School-Building 3-Theater Dimmers		\$232,000	3232,000											
Design and Production/Workplace/Film Building 3-Life Safety Code (\$134,000	\$232,000	\$134,000			\$0							
		\$134,000 \$115,000	\$232,000	\$115,000			\$0 \$0							
Design and Production/Workplace/Film Building 3-Life Safety Code (Admin/Aquarius/Facilities/D&P Storage/Workplace West V/DeMille Facilities Management-Install Shop Exhaust & Heating System	e-Install Exit/Egress Lighting	\$134,000 \$115,000 \$95,000	\$232,000	\$115,000 \$95,000			\$0 \$0 \$0							
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FY25-31 SIX-YEAR CAPITAL PLAN

		FY2021-	-25 BUDGET	APPROPRIA	TIONS		FY2025-31 PROPOSED BUDGET APPROPRIATIONS						
			2022-2023	2023-2024		Remaining	Proposed	Proposed	Proposed	Proposed	Proposed	Proposed	
Previous Allocations	Authorization	Allocation	Allocation	Allocation	2024-2025	Balance to be	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030	2030-2031	TOTAL
	\$6,517,000	\$2,000,000	\$2,000,000	\$2,000,000	\$2,000,000	\$517,000	\$0	\$0	\$0	\$0	\$0	\$0	0
R&R Category													
3 - Federal/State standards							\$300,000						\$300,000
1 - Roof							\$200,000						\$200,000
12 - Drainage/landscape							\$1,500,000						\$1,500,000
1 - Roof								\$750,000					\$750,000
7 - Energy efficiency								\$750,000					\$750,000
7 - Energy efficiency								\$500,000					\$500,000
6 - Fire safety needs									\$500,000				\$500,000
4 - Electrical, plumbing, HVAC									\$1,500,000				\$1,500,000
7 - Energy efficiency										\$2,000,000			\$2,000,000
4 - Electrical, plumbing, HVAC											\$2,000,000		\$2,000,000
4 - Electrical, plumbing, HVAC												\$750,000	\$750,000
9 - Improve existing space												\$450,000	\$450,000
9 - Improve existing space												\$300,000	\$300,000
12 - Drainage/landscape												\$250,000	\$250,000
6 - Fire safety needs												\$250,000	\$250,000
	Change in Scope \$	900,000 reloc	ated to Majo	r Proposed Pr	ojects								
	\$12,268,719	\$3,839,207	\$3,792,512			\$1,034,000	\$2,000,000	\$2,000,000	\$2,000,000	\$2,000,000	\$2,000,000	\$2,000,000	\$12,000,000
OVEMENT PROJECTS													
	\$51,000,000			\$5,100,000	\$12,750,000	\$33,150,000	\$22,950,000	\$10,200,000					\$33,150,000
	\$24,500,000					\$24,500,000			\$5,000,000	\$19,750,000	\$19,750,000	\$5,000,000	\$49,500,000
Capital Auth.													\$82,650,000
\$157,250,000										\$ 12,750,000	\$ 72,250,000	\$ 72,250,000	\$157,250,000
\$30,000,000	Altered due to wor	k done previo	ously through	other funding	ţ.						\$ 4,200,000	\$ 25,800,000	\$30,000,000
\$10,000,000											\$ 1,000,000	\$ 9,000,000	\$ 10,000,000.00
\$197,250,000	\$75,500,000	\$0	\$0	\$5,100,000	\$12,750,000	\$57,650,000	\$22,950,000	\$10,200,000	\$5,000,000	\$32,500,000	\$97,200,000	\$112,050,000	\$279,900,000
ITAL IMPROVEMENT PROJECTS (IN	CL. SELF-LIQUII	DATING)											
						\$0							
Self-Liq?													
\$0	\$0	\$0	\$0			\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
										-	-	-	
R&R Category	Auxiliary Type												
9 - Improve existing space	Dining						\$1,500,000						\$1,500,000
2 - Structural	Housing						\$250,000						\$250,000
9 - Improve existing space	Other									\$3,000,000			\$3,000,000
							\$1,750,000	\$0	\$0	\$3,000,000	\$0	\$0	\$4,750,000
	R&R Category 3 - Federal/State standards 1 - Roof 12 - Drainage/Jandscape 1 - Roof 7 - Energy efficiency 6 - Fire safety needs 4 - Electrical, plumbing, HVAC 7 - Energy efficiency 6 - Fire safety needs 4 - Electrical, plumbing, HVAC 9 - Improve existing space 9 - Improve existing space 6 - Fire safety needs Capital Auth. \$157,250,000 \$30,000,000 \$10,000,000 \$10,000,000 TAL IMPROVEMENT PROJECTS (IN Self-Liq? \$0 R&R Category 9 - Improve existing space	R&R Category 3 - Federal/State standards 1 - Roof 12 - Drainage/landscape 11 - Roof 7 - Energy efficiency 7 - Energy efficiency 6 - Fire safety needs 4 - Electrical, plumbing, HVAC 9 - Improve existing space 9 - Improve existing space 9 - Improve existing space 12 - Drainage/landscape 6 - Fire safety needs Change in Scope \$ \$12,268,719 OVEMENT PROJECTS \$51,000,000 \$24,500,000 \$30,000,000 Altered due to wor \$10,000,000 \$197,250,000 \$75,500,000 TAL IMPROVEMENT PROJECTS (INCL. SELF-LIQUII Self-Liq? \$0 \$0 R&R Category 9 - Improve existing space 2 - Structural Housing Housing	Project 2021-2022 Allocation	Project Authorization Allocation All	Project	Previous Allocations	Project 2021-2022 2022-2023 2023-2024 Remaining Authorization Allocation Allocation Allocation 2024-2025 Balance to be Authorization Section Section	Previous Allocations	Previous Allocations Authorization Allocation Sequences and Sequences and Sequences Allocation Allocation Allocation Allocation Allocation Sequences Alloca	Project 2012-2022 2022-2023 2023-2024 2022-2025 2022-2026 2022-2026 2022-2026 2022-2026 2022-2026 2022-2028 2022-2	Previous Allocations	Previous Allocations	Pervoise Allocations

2

GENERAL ASSEMBLY OF NORTH CAROLINA SESSION 2025

S SENATE BILL 227

Short Title:	Eliminating "DEI" in Public Education.	(Public)
Sponsors:	Senators Berger, Lee, and Overcash (Primary Sponsors).	
Referred to:	Rules and Operations of the Senate	

March 4, 2025

A BILL TO BE ENTITLED

AN ACT TO DEMONSTRATE THE GENERAL ASSEMBLY'S INTENT THAT STUDENTS,
TEACHERS, ADMINISTRATORS, AND OTHER SCHOOL EMPLOYEES RECOGNIZE
THE EQUALITY AND RIGHTS OF ALL PERSONS AND TO PROHIBIT PUBLIC
SCHOOL UNITS FROM PROMOTING CERTAIN CONCEPTS THAT ARE CONTRARY

TO THAT INTENT.

Whereas, President Trump issued an executive order on January 29, 2025, to protect American students and ensure that K-12 recipients of federal funds comply with all applicable laws prohibiting discrimination and protecting parental rights; and

Whereas, in the last fiscal year, North Carolina received \$3.1 billion in federal funding for K-12 education, demonstrating the importance of ensuring that public schools remain in compliance with federal regulations to protect education funding; and

Whereas, the General Assembly is committed to ensuring all North Carolina public school students receive a meaningful education based on academic excellence, critical thinking, and the free exchange of ideas; and

Whereas, it is the State's role to protect the practice of education for public school students and teachers; and

Whereas, so-called "DEI" programs promote a worldview that demands people, especially young students, to judge others based on their race, sex, or other factors and attack true diversity of thought, stifle opportunity, and stoke division; Now, therefore,

The General Assembly of North Carolina enacts:

SECTION 1. G.S. 115C-12(9c) is amended by adding a new sub-subdivision to read:

"d. The Board shall not approve, provide, recommend, or require professional development that is prohibited by G.S. 115C-76.210(a)(4)."

SECTION 2. Article 7B of Chapter 115C of the General Statutes is amended by adding the following new sections to read:

"§ 115C-76.200. Intent.

The General Assembly finds that Section 1 of Article I of the Constitution of this State recognizes the equality and rights of all persons. Therefore, it is the intent of the General Assembly that students, teachers, administrators, and other school employees respect the dignity of others, acknowledge the right of others to express differing opinions, and foster and defend intellectual honesty, freedom of inquiry and instruction, and freedom of speech and association and that the public schools of this State employ teaching methods and procedures to further that intent.

"§ 115C-76.205. Definitions.



1	For the purpo	oses of	this Part, the following definitions apply:
2	<u>(1)</u>	Discr	iminatory practice Any of the following based on an individual's
3		prote	cted classification under federal law:
4		<u>a.</u>	Treating an individual differently solely to advantage or disadvantage
5			that individual as compared to other individuals or groups.
6		<u>b.</u>	Excluding an individual from employment, except as allowed under
7			federal law.
8		<u>c.</u>	Excluding an individual from participation in an educational program
9		<u>c.</u>	or activity, except as allowed under federal law.
10	(2)	Divio	ive concept. – Any of the following concepts:
11	<u>(2)</u>		One race or sex is inherently superior to another race or sex.
12		<u>a.</u> b	An individual, solely by virtue of his or her race or sex, is inherently
		<u>b.</u>	· ·
13			racist, sexist, or oppressive.
14		<u>C.</u>	An individual should be discriminated against or receive adverse
15		1	treatment solely or partly because of his or her race or sex.
16		<u>d.</u>	An individual's moral character is necessarily determined by his or her
17			race or sex.
18		<u>e.</u>	An individual, solely by virtue of his or her race or sex, bears
19			responsibility for actions committed in the past by other members of
20			the same race or sex.
21		<u>f.</u>	Any individual, solely by virtue of his or her race or sex, should feel
22			discomfort, guilt, anguish, or any other form of psychological distress.
23		<u>g.</u>	A meritocracy is inherently racist or sexist.
24		<u>h.</u>	The United States was created by members of a particular race or sex
21 22 23 24 25 26 27			for the purpose of oppressing members of another race or sex.
26		<u>i.</u>	Particular character traits, values, moral or ethical codes, privileges, or
27			beliefs should be ascribed to a race or sex or to an individual because
28			of the individual's race or sex.
29		<u>j.</u>	The rule of law does not exist but instead is a series of power
30		<u>-</u>	relationships and struggles among racial or other groups.
31		<u>k.</u>	All Americans are not created equal and are not endowed by their
32		_	Creator with certain unalienable rights, including life, liberty, and the
33			pursuit of happiness.
34		<u>l.</u>	Governments should deny to any person within the government's
35			jurisdiction the equal protection of the law.
36	(3)	Instri	action. – Includes content taught or presented to students by employees,
37	<u> </u>		actors, or individuals otherwise engaged by a public school unit.
38	<u>(4)</u>		essional development. – Includes seminars, workshops, and other
39	<u> </u>		ngs delivered by employees, contractors, or individuals otherwise
40			ged by a public school unit.
41	"8 115C-76 210		ring dignity and nondiscrimination in schools.
42			l units shall not do any of the following:
43	(1)		ge in or advocate for discriminatory practices.
	$\frac{(1)}{(2)}$		
44 45	<u>(Z)</u>		pel students, teachers, administrators, or other school employees to
	(2)		n or profess belief in divisive concepts.
46 47	<u>(3)</u>		de instruction to students on divisive concepts.
47	<u>(4)</u>	_	ge in any of the following with respect to professional development that
48			des or advocates for divisive concepts or discriminatory practices:
49 50		<u>a.</u>	Approve, recommend, or require a professional educator to participate
50			in the professional development.
51		h	Develop, purchase, or provide the professional development

			<i>y</i>
1			c. Contract with an entity for the professional development.
2			<u>d.</u> <u>Provide an entity access for the purpose of delivering the professional</u>
3			development.
4		<u>(5)</u>	Maintain an office, division, or other unit (i) promoting discriminatory
5			practices or divisive concepts or (ii) referred to as or named diversity, equity,
6			and inclusion.
7		<u>(6)</u>	Employ or assign an employee whose duties for a public school unit include
8			promoting discriminatory practices or divisive concepts.
9	<u>(b)</u>	This s	section shall not be construed to limit any of the following:
10		<u>(1)</u>	Speech protected by the First Amendment of the United States Constitution.
11		<u>(2)</u>	Materials accessed on an individual basis that advocate divisive concepts or
12			discriminatory practices for the purpose of research or independent study.
13		<u>(3)</u>	Policies, procedures, or professional development required by State or federal
14			<u>law.</u>
15		<u>(4)</u>	Instruction on divisive concepts in accordance with the standard course of
16			study in contexts that make clear the public school unit does not sponsor,
17			approve, or endorse any divisive concepts, including instruction related to the
18			following:
19			a. The history of an ethnic group, as described in textbooks and
20			instructional materials adopted in accordance with Part 3 of Article 8
21			of this Chapter.
22			b. The impartial discussion of controversial aspects of history.
23			c. The impartial discussion of the historical oppression of a particular
24			group of people based on race, ethnicity, class, nationality, religion, or
25			geographic region.
26			d. Historical documents that are permitted under G.S. 115C-47(29c).
27	<u>(c)</u>	Each	public school unit shall certify annually in writing by September 1 to the
28	Departme		ublic Instruction that the public school unit fully complies with the requirements
29	of this se	ection,	including any actions taken to achieve compliance. The Department shall
30	summariz	e the	certifications in a consolidated report by January 15 annually to the Joint
31			nmission on Governmental Operations and the Joint Legislative Education
32	Oversight	Comn	nittee."
33	-	SEC	FION 3. G.S. 115C-270.30 is amended by adding a new subsection to read:
34	" <u>(b2)</u>	Profe	ssional Educator Licensure Renewal. – No continuing education credit shall be
35	awarded f		essional development that is prohibited by G.S. 115C-76.210(a)(4)."
36		_	FION 4. For the certification due September 1, 2025, as required by
37	G.S. 1150		O(c), as enacted by Section 2 of this act, each public school unit shall also
38			ion on the initial implementation of this act, including reductions in force and
39			es to job titles and position descriptions, and how savings achieved from these
40		_	n directed.
41			FION 5. If any provision of this act or its application is held invalid, the
42	invalidity		not affect other provisions or applications of this act that can be given effect
43	-		alid provisions or application and, to this end, the provisions of this act are

SECTION 6. This act is effective when it becomes law.

43 44

45

severable.



Resolution Responding to the February 5, 2025 Memorandum Regarding Federal Contracting Compliance

Whereas: The core mission of the <u>University of North Carolina System</u> is "to discover, create, transmit, and apply knowledge to address the needs of individuals and society" and academic freedom protects all aspects of this mission, including instruction, the research enterprise, service, extension, and community outreach;

Whereas: In the *UNC Policy Manual* section "Maintaining Academic Freedom" (300.8.5) the Board of Governors reaffirms that "academic freedom is a prerequisite to maintaining and strengthening a world-class university" and that "the University of North Carolina shall therefore take no action that would limit the right of academic freedom in its faculty's pursuit of teaching, research, and service";

Whereas: Faculty, who are trained at the highest level of our disciplines, collaborate within our departments, universities, and communities to design and lead programs—including defining the core curriculum and graduation requirements—to ensure our students' growth and success;

Whereas: Academic freedom allows students to study the widest array of viewpoints and perspectives, fostering an environment where they can develop the skills of critical thinking, communicating across differences, and evaluating the quality of ideas and information—skills that are critical to our students' success;

Whereas: Academic freedom also protects research, innovation, and extension, which support health and economic prosperity across our state and nation, making it critical to the success of faculty, students, and the people of North Carolina;

Whereas: President Donald J. Trump's Executive Order "Ending Illegal Discrimination and Restoring Merit-Based Opportunity" includes an exception for federally funded institutions of higher education, stating: "This order does not prohibit persons teaching at a Federally funded institution of higher education as part of a larger course of academic instruction from advocating for, endorsing, or promoting the...employment or contracting practices prohibited by this order";

Whereas: Abiding by the key principles of academic freedom and shared governance protects and serves the mission of the UNC System, our seventeen institutions, our students, and the people of North Carolina;

Whereas: The faculty and leadership of the UNC System should continue to utilize the shared governance systems, including established process and precedent to ensure academic freedom;

Therefore, let it be resolved: The faculty of the UNC System advises the University of North Carolina's leaders that the suspension of core and program requirements as described in the memorandum of 5 February 2025 "Regarding Federal Contracting Compliance" is an unnecessary and intolerable breach of the principle of academic freedom and deeply undermines the mission of the University of North Carolina and its seventeen constituent institutions to serve the people of our state.

CSI Next Steps and Timeline to Implementation

- Faculty Council -

Spring 2025 – Fall 2026

CSI Draft Timeline

March 26, 2025

Kent Consulting presentation to the deans during Deans Council

April 7, 2025

Collaborative Day (Monday)

• CSI activities between faculty?

S

Summer 2025

3-day work periods (3, inperson) to advance discussions, make decision on final schedule model 0

Fall 2026

First semester in the new UNCSA schedule

Recorded presentation shared with all faculty, interested campus constituents

March 27, 2025

Deadline for feedback from faculty within art schools, divisions

May 12, 2025

Schools/divisions make adjustments to prepare for new schedule in the coming academic year

Fall 2025- Spring 2026

Scheduling Presentation

- The models represent a set of ideas and suggestions for potential use in the creation of a new UNCSA schedule.
- Each model offers a different approach to balancing academic scheduling, providing varying levels of structure and flexibility.
- Please engage with the models while keeping in mind that the schedule we ultimately decide on will likely combine elements from more than one model.
- The goal is to develop a sustainable model that fosters student success and meets institutional needs, while optimizing scheduling across all programs, ultimately positioning UNCSA for long-term success.

| Scheduling | Presentation

- Not approving a particular model over another but focusing on highlighting elements of models that we believe can be successful in the larger context
- Plans for April 7th Collaborative Days or another date to have an extended meeting with your schools
- Coffee Bar and Snack Station to support cross-disciplinary discussions between schools
- Faculty who participate in all summer scheduling work will receive a \$2,000 stipend

We need to remember...

Better will mean different!

This is brave space for UNCSA.