



**Academic Affairs Committee
April 1, 2025**

Discussion Item

AAC – 1 Academic Affairs Update (Boyette)

Background Information

Provost Boyette will share an academic affairs update highlighting actions taken to achieve compliance with federal Executive Orders and UNC System policy guidance (curricular & research adjustments). The Provost will also provide a brief update on the status of the three dean searches.

Attachment:

1.1 – Academic Affairs Presentation: Compliance Efforts in Curriculum and Research

A handwritten signature in black ink that reads "J. Alan Boyette".

J. Alan Boyette
Provost & Executive Vice Chancellor



Academic Affairs Update

**Compliance Efforts: (1) Curriculum and
(2) Research**

April 1, 2025



Curriculum Compliance Efforts

Mid-Semester Curriculum Guidance

On February 5, 2025, we received a memo from UNC Senior Vice President Andrew Tripp notifying us that:

1. General education and major-specific requirements related to diversity, equity, and inclusion are suspended effective on the date of memo.
2. The suspension applies only to required courses.
3. Chancellors may approve waivers for major-specific requirements that are “substantially related” to the major or program of study.

The memo did not provide guidance on how to identify DEI courses.



NEWS PROGRAMS CONNECT HIVE SUPPORT GIVE NOW Q

How are Triad universities responding to new federal orders targeting DEI practices?

5:39AM FEBRUARY 14, 2025

by Amy Diaz

#THE UNIVERSITY OF NORTH CAROLINA AT GREENSBORO #APPALACHIAN STATE
#WINSTON-SALEM STATE UNIVERSITY #NORTH CAROLINA AGRICULTURAL AND TECHNICAL STATE UNIVERSITY #DEI
#WAKE FOREST UNIVERSITY

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UNCG Response: General Education

Since Fall 2021, UNCG's general education program has been composed of one course in each of eleven competencies (33 or 34 credit hours).

1. Foundations (Supporting the Transition to University)
2. Critical Thinking and Inquiry in the Humanities and Fine Arts
3. Critical Thinking and Inquiry in the Social and Behavioral Sciences
4. Data Analysis and Interpretation
5. Quantitative Reasoning
6. Critical Thinking and Inquiry in the Natural Sciences
7. Global Engagement and Intercultural Learning
8. Health and Wellness
9. Written Communication
10. Oral Communication
- 11. Diversity and Equity**

UNCG Response: General Education

Within One Week:

The General Education curriculum was reduced to 10 competencies/30 to 31 credit hours for current students.

Students were instructed on how to withdraw from Gen Ed Diversity and Equity courses without penalty.

The Faculty Senate voted to replace the Diversity and Equity Requirement beginning Fall 2025 with a requirement called Civics and Community, which will include the UNCISO-required foundations of American democracy content.

UNCG Response: Major-Specific Courses

For major-specific courses we followed a multi-step process for course identification, evaluation, and action:

Identification Phase	Evaluation Phase	Action Phase
<p>Associate deans in every college/school populated a spreadsheet via keyword search.</p> <p>Associate deans identified required courses associating them with the relevant degree program.</p>	<p>AVP/DUS reviewed and annotated the list.</p> <p>Each dean reviewed and annotated the list for their respective college or school.</p> <p>Senior staff in OIGC reviewed the annotated list.</p>	<p>AVP/DUS and OIGC present a list and recommendations to Provost and senior leaders to review.</p> <p>Provost evaluates list and makes recommendations to the Chancellor.</p> <p>Chancellor issues waivers as appropriate.</p>

UNCG Response: Major-Specific Courses

In the absence of written guidance from the UNC System Office, the AVP/DUS relied on the [Equality Policy](#) laid out in the UNC System Manual (300.8.5) and, especially, NC General Statute [126-14.6\(c\)\(1\)–\(13\)](#), both referenced in the Tripp memo.

§ 126-14.6. Ensuring dignity and nondiscrimination in State government workplaces.

(a) The General Assembly finds that Article I, Section 1 of the Constitution of this State recognizes the equality and rights of all persons. Therefore, it is the intent of the General Assembly that State employees respect the dignity of others, acknowledge the right of others to express differing opinions, and the right to freedom of speech and association and that State agencies employ training methods and procedures to further that intent.

(b) For the purposes of this section, "promote" shall mean compelling State employees to affirm or profess belief in the concepts described in subsection (c) of this section.

(c) The concepts listed in this subsection shall not be promoted in State government workplaces or included as part of any State employee training program:

- (1) One race or sex is inherently superior to another race or sex.
- (2) An individual, solely by virtue of his or her race or sex, is inherently racist, sexist, or oppressive.
- (3) An individual should be discriminated against or receive adverse treatment solely or partly because of his or her race or sex.
- (4) An individual's moral character is necessarily determined by his or her race or sex.
- (5) An individual, solely by virtue of his or her race or sex, bears responsibility for actions committed in the past by other members of the same race or sex.
- (6) Any individual, solely by virtue of his or her race or sex, should feel discomfort, guilt, anguish, or any other form of psychological distress.
- (7) A meritocracy is inherently racist or sexist.
- (8) The United States was created by members of a particular race or sex for the purpose of oppressing members of another race or sex.
- (9) The United States government should be violently overthrown.
- (10) Particular character traits, values, moral or ethical codes, privileges, or beliefs should be ascribed to a race or sex or to an individual because of the individual's race or sex.
- (11) The rule of law does not exist but instead is a series of power relationships and struggles among racial or other groups.
- (12) All Americans are not created equal and are not endowed by their Creator with certain unalienable rights, including life, liberty, and the pursuit of happiness.
- (13) Governments should deny to any person within the government's jurisdiction the equal protection of the law.



Research Compliance Efforts

Uncertainty Surrounding Federal Actions Impacting Research

- *January 28 OMB announcement*

Every federal agency was directed to temporarily pause all activities “related to obligation or disbursement of all Federal financial assistance, and other relevant agency activities that may be implicated by executive orders, including, but not limited to, financial assistance for foreign aid, non-governmental organizations, DEI, and the green new deal.”

Directive rescinded January 29.

- *Attempt to reduce Indirect Costs paid to universities by NIH*

This action is now under legal review.

- *Delays in Convening of federal Proposal Review Panels & Study Sections.*

Information flow is hindered by general lack of communication with federal Program Officers.

Known Research Limitations based on UNC System Policy & Federal Actions

The UNC System Equality Policy gives faculty freedom to conduct research of their choice based on their expertise. Academic freedom is assured, in policy.

However, some federal funding agency guidelines are not aligned with certain research projects that target demographics and/or gender, or otherwise run afoul of Executive Orders.

Previously reliable funding streams are now unavailable for scholars in some fields.

Impacts to Research Nationally and at UNCG

Several grants have been terminated nationwide.

- UNCG has had one grant terminated on which we were the prime awardee.
- Three other awards were terminated at other institutions to which we were subaward recipients.
- We also received two “Stop-DEI work orders” on grants for which we were subaward recipients.



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