Research shows major faculty pay inequities

Misha Becker and her team found significant racial and gender gaps

By Liv Reilly
Assistant University Editor
universitydailytarheel.com

Over a nine-month period, a female faculty member will make a salary approximately $21,000 less than that of a male faculty member.

And over a nine-month period, a Black faculty member will make a salary approximately $21,000 less than that of a white faculty member.

These statistics were presented by Misha Becker, professor and chairperson of the linguistics department, during the March 11 Faculty Council meeting. Becker recently led a detailed research report examining salary inequities at UNC.

“‘It’s not enough to just talk about it, we have to really do the work, too,’ she said.

Becker and her team’s research is primarily based on data from the 2020 Office of Institutional Research and Assessment study. They found that there are significant racial- and gender-based inequities within faculty salaries at the University.

Salary inequities sap the person’s motivation to give them the best, or to do the work, Dub Aikat, journalism associate professor, said. “If you realized that you are doing the work,” he said. “So I tried out for it and somehow made it onto the team.”

Now a junior, Chen will be a co-captain of the troupe next year.

Flying Silk is the University’s only traditional Chinese dance group. They participate in multiple cultural showcases, including JIA and the Mid-Autumn Festival hosted by the Chinese Undergraduate Student Association.

For Chen, joining Flying Silk was important for her to connect with her culture and share it with UNC’s campus community.

“Our mission statement has always been to spread awareness and educate the Carolina community on the diversity of Chinese culture, especially through dance,” she said.

“Proud of the end result”

Flying Silk specializes in fan and silk ribbon dancing, and has recently started to include propless dancing.

“This year we had an entire section on propless dancing, which was also very, very fun,” Chen said. “It shows a lot of different styles of what Chinese dance can be.”

The group performed its new choreography, “Dawn” at this year’s JIA in February and the Duke Chinese Dance Showcase last week.

Salaries in this sector were compared across race, faculty who are Hispanic, Native American or two or more races were found to make $30,754 less than white faculty members, and $45,235 less than Asian faculty members.

Becker also shared a 2019 study from UNC’s Committee on the Status of Women.

The study found that gender-based salary disparities exist in every UNC school, with the exception of the School of Nursing and the then-School of Media and Journalism.

The largest gap between male and female salaries was found in the School of Medicine — at 30 percent.

When inclusively reviewed, all of the schools have a combined percent disparity of nearly 30 percent between male and female faculty salaries.

“We are a research university,” Ariana Vigil, a women’s and gender studies professor, said. “We study these things. I talk about these things with my students, and I would like us to be able to address them and respond to the research.”

Racial disparities

When average salaries were compared across race, faculty who are Hispanic, Native American or two or more races were found to make $30,754 less than white faculty members, and $45,235 less than Asian faculty members.

Additionally, about 18 percent of white faculty hold distinguished professorships in comparison to five percent of Black faculty and just above five percent of faculty whose race is Hispanic, Native American or two or more races.

“There have been several reports over the past decade — many documenting this issue, so we know that it exists,” Vigil said. “And now we need action.”

Racial disparities at UNC transcend faculty salaries. After the UNC Board of Trustees’ initial failure
Velez receives climate art award

Her film “Of the Air” was one of three projects nationwide to win

By Natalie McCormick  
Staff Writer  
university@dailytarheel.com

As Alexa Velez puts it, her home state of Florida is the center of hurricanes, lightning storms and all kinds of environmental activities.

“Florida is where her passion for the environment began,” said Velez, a multidisciplinary artist and digital lab manager for the UNC Department of Art and Art History. “And through this passion, Velez recently earned the Frankenthaler Climate Art Award for her short film ‘Of the Air.’

She and two other winners — Mauricio Chades of the School of the Art Institute of Chicago and Douglas Tolman of the University of Utah — received the award. Each winner received a $15,000 grant for their respective projects.

Velez’s project examines how humanity is both dependent on and disconnected from the natural world and environment.

For “Of the Air,” Velez choreographed a four-minute dance piece, which she described as a duet between herself and the breeze from her classroom window. She considered it appropriate to film in her kitchen because that is where she came up with the idea.

She considers “Of the Air,” along with many of her other projects, to be $0 budget projects. Through the award’s funds, she can explore additional locations to film future projects, as well as the type of equipment she can use.

Patricia Olynyk, the Florence and Frank Bish Professor of Art at Washington University, was one of the primary advisers on Velez’s thesis committee.

“I think that it is unusual for a performance artist to be drawing from such a strong sort of sedition of dance in their work,” Olynyk said. “There are a few artists doing that, but she’s really found this incredible, interstitial space between dance performance and performance art.”

Olynyk, after working with Velez for the two years she was in graduate school, said the pandemic had very little effect on the creativity of Velez’s art.

“Working as a multimedia technician at UNC, Velez oversees the digital lab and maintains equipment within the Department of Art and Art History,” Olynyk said. “This is incredibly fortunate to have Velez.

“I think that graduate school can be challenging in a way that it’s difficult for the students to take on the challenges of a very very high level of critical inquiry as well as production, and I just have to say Alexa was always really clear on what her role was,” Olynyk said. “She was a model student.”

Velez said she is currently trying to figure out what her next project will be. She said the grant is encouraging to her future artistic endeavors, especially as a young artist.

Olynyk said her program at Washington University was incredibly fortunate to have Velez.

“Of the Air” was one of three projects nationwide to win the Frankenthaler Foundation’s Climate Art award.

Velez said she is currently trying to figure out what her next project will be. She said the grant is encouraging to her future artistic endeavors, especially as a young artist.
Finding parking is difficult for those limited by cost or ability

By Samuel Long
Staff Writer

For disabled veteran Darice Johnson, finding parking in downtown Chapel Hill can often be a challenge due to congestion on the small streets.

Although accessible parking is available, heavy foot and car traffic typically crowd the downtown area. This causes Johnson to try and avoid downtown altogether.

“It’s very stressful trying to drive and park in those areas — that whole to and back radius,” Johnson said.

And while Chapel Hill residents know the struggle of finding parking downtown, the issue is even greater for those limited by a disability or cost.

Timothy Miles, the executive director for the Triangle Disability Awareness Council, said parking spaces in downtown Chapel Hill are limited and often do not provide easy access to the surrounding buildings. The inflexion of construction in the area has also exacerbated the problem.

“That makes it very difficult to get in and out because it’s confusing — disrupting it a better word,” he said.

Even with the influx of new parking spaces being built at Franklin Street, Johnson said she hasn’t seen many new spaces built for those with disabilities. Consequently, those who use equipment may have to park in a less accessible area staying away from businesses and facilities, such as the post office.

She said that parking decks around Chapel Hill aren’t as user-friendly as they could be. Long distances between the entrances and exits of decks oftentimes make it harder for individuals who need equipment to access facilities.

“If there’s more parking for handicapped people on the sides of these buildings, that makes it more accessible to handicapped people — not having to go so far to try to park,” Johnson said.

In 2010, the Americans with Disabilities Act Standards for Accessible Design was revised to include regulations for Titles II and III of the 1990 ADA. These standards set parameters for the number of accessible parking spaces in relation to the number of non-accessible parking spaces.

ADA Standards also required accessible spaces to create the shortest possible route to the accessible entrance of the facility that they’re connected to.

Dwight Bassett, the director of economic development and parking services for the Town of Chapel Hill, said that the Town is currently abide by all state laws regarding ADA requirements.

“We’re going through an audit right now to make sure we’re currently up to standard with all that we do for ADA,” he said. “Generally those requirements are quite fair and reasonable from the standpoint of accessibility.”

Sarah Paulson, downtown special projects manager for the Town of Chapel Hill, said the audit is a part of the Town’s ADA Transition Plan. The plan seeks to identify factors that limit accessibility in Chapel Hill and make improvements in the identified areas.

Paulson said that while the transition plan includes studying issues related to parking, there are also a number of other factors to be considered, including sidewalks, crosswalks, sidewalks, and the services.

“I really think we have the best team out there in the private sector helping us,” she said. “To do it right, it just takes time. That’s what we’re learning every day about this.”

Miles said he believes it’s important to communicate with the disabled community when there are plans for redlining or reconstructing parking. He added he does not think that there has been enough action from the Town of Chapel Hill government in regard to accessible parking.

“They should always seek out organizations such as (the Triangle Disability Awareness Council) and whoever else will be using the area to see where spaces have been a problem to park for people with disabilities,” he said.

Financial barriers

Parking accessibility also poses an issue for Chapel Hill residents and UNC students who must tackle the cost of parking in the area.

The Town of Chapel Hill offers 12 off-street parking locations, each of which cost $1.50 per hour from 8 a.m. to 8 p.m. from Monday through Saturday. On-street parking costs $1.75 per hour from 8 a.m. to 6 p.m.

“The provision and construction of parking by the Town is something that has to compete with other priorities,” said Josh Mayo, transportation planner for the Town of Chapel Hill.

“So much, it’s important to keep a competitive parking program that can pay for itself.”

Bassett said that parking services are meant to be self-sustaining — funds received are used to maintain the operation.

“Our parking fees are market-based — we don’t arbitrarily set rates,” he said. “We try to do it for the benefit and the economic volatility of downtown.”

Reis Phillips, a store associate at Underground Printing and a senior at UNC, said she was frustrated with paid parking in Chapel Hill because it creates a financial barrier for those who are low-income.

“I do think sometimes people will just not come because they can’t pay the five or six dollars,” she said.

In her own life, she typically must choose between paying for parking or using the bus system to get to work.

“Most students have to take jobs that are minimum wage or not salaried,” Phillips said. “If you have to pay to park, it’s always taken out of that. Already, you don’t make a ton of money.”

Taking the bus will sometimes result in Phillips showing up to work late, which she said is a poor reflection on her. She added that the cost of parking likely leads to some residents not visiting Franklin Street altogether.

“We are the people who support this community and spend money here and live here — but we can’t afford to pay to park here,” she said.

Twitter: @sam_long16

Dance team performs new choreography in person

Chen said it also gives members the opportunity to immerse themselves in their own culture.

“This is also sort of something we do as well for the Chinese students who didn’t grow up with their own culture and for them to also be proud and be aware of how diverse and how beautiful our culture can be,” she said.

Wang said the bond she has formed with the other members has been the best part of her Flying Silk experience.

“This club gave me a sense of a family,” she said.

Twitter: @dailytarheel

Wednesday, April 20, 2022

dailytarheel.com
Poet laureate celebrates last year of tenure

April is Poetry Month, and the Town has several events planned

By Sierra President
sierra@dailytarheel.com

The Town of Carrboro has been celebrating National Poetry Month throughout April.

Fred Joiner, who has been Carrboro poet laureate since 2019, has worked to advance poetry in the area.

"National Poetry Month is an important month to me because it's a pause in the year, and it's an invitation for us to think more deeply about who we are," he said.

In an April proclamation, Mayor Damon Seils declared April to be Poetry Month in the town.

"I encourage all residents to celebrate poetry and poets by reading, listening, to and, sharing poems," Seils wrote in the proclamation.

Joiner, who is in his final year as the town's poet laureate, has involved in poetry and the arts throughout his life.

After exploring different forms of art, he eventually found a love for words and storytelling.

"From a young age, I was searching for my medium to communicate," Joiner said. "I tried painting, I tried playing instruments with a fair amount of success that you can have as a young person, but I think I've always liked language and liked stories."

In 2009, Joiner was one of 12 people chosen to be a Laureate Fellow through the Academy of American Poets. As the poet laureate, Joiner said the position gave him a chance to overcome self-doubt and help him feel worthy.

"On the personal level, it has made me feel accepted and it has made me feel seen and has validated me as someone who sees themselves as a poet in the world," Joiner said.

Gideón Young, a member of the Carrboro Poets Council, said this event will be like an open mic night but for poetry. Attendees can share some poems or just listen to others.

"I think poetry allows us a place to question and to wonder and a place to share those questions and share that wonder," Young said.

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The grant was created in employee- created anti-racist projects

By Eileen Foster
elavate@dailytarheel.com

In March, University Libraries announced funding for seven projects toward 2021 that enhances inclusion, diversity, equity, and accessibility, or IDEA, Action Grant program.

This is the second round of IDEA projects funded through the program. The first round, announced in March 2021, funded eight projects.

The IDEA Action Grant program was set up to invest $250,000 over two years with the purpose of empowering University Libraries employees to "propose and implement inclusive and anti-racist practices in all areas of library operations," according to the recent announcement.

The program was formed after a call-to-action in the summer of 2020, Monica Figueroa, interim librarian for inclusive excellence, said.

"I don’t think that any other academic library is doing this type of work and providing this type of financial support in the same way that we at Carolina," she said. "And so it really does elevate and deepen the commitment to reckoning, the commitment to diversity, equity, inclusion, accessibility, when there is actual dollar amounts behind projects."

University Librarian Elaine L. Westbrooks — who launched the program — wanted to find a way to empower library staff to propose projects that center and bring forward diversity, equity, inclusion and accessibility efforts within the organization, Figueroa said.

"We want everyone to feel like they can be successful, and that means providing access to the resources and the information that people need," Figueroa said.

Westbrooks launched the grant program as part of University Libraries’ Reckoning Initiative, a call to action to advance DEI and antiracism work within the library system.

Seven new projects supported by the grant program this year will advance social justice, anti-racism, and accessibility work.

One of the newly announced projects is the OVerDrive ebook and audiobook expansion project which will implement more diverse voices in audiobooks by increasing the use of Latinx voices in recordings, as well as digitizing stories with characters from minority groups.

The project will expand upon the Afro-Latinx Authors & Stories collection.

Another project is the Front Page digitization project.

The North Carolina Digital Heritage Center is working on digitizing newspapers that highlight stories about Black North Carolinians. Two newspapers that will become accessible through this initiative are the Star of Zion, one of the oldest black newspapers in North Carolina, and the Front Page, a Raleigh-Based LGBTQ newsletter.

"Both of these efforts were used to make those voices available, not only to UNC-Chapel Hill’s campus, but they’re available to everyone," Shawgo said. "So this is helping us also serve our mission as a public institution and a library for the state.”

Funds from the grant program were used to pay the community reviewers to provide feedback on the Black and Blue Tour website, University Archivist Nicholas Graham said.

Created in 2001, the Black and Blue Tour is a walking tour for participants to learn about the histories of slavery, racism, memorialization and activism in Chapel Hill and at the University.

Graham said the website was updated to include information about the first Black students at UNC as well as activism led by Black students.

"We didn’t want it to be something just for us," Graham said. "We wanted it to be meaningful, accessible and accurate according to the people that would read it, use it and access it through some of the people who lived through this history.”

The podcast aims to highlight the various projects and programs to be shared with a wider audience.

"This program was a real opportunity for us to move away from simply learning, simply talking about the importance of this work to actually going into action for this work," Shawgo said.

Twitter: @dailytarheel

IDEA Action grant funds seven new projects

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Breaking down this spring’s COVID-19 data

Positive cases remained consistently low until the end of March

By Layna Hong
Staff Writer
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UNC senior Ellie Crowther-Dias said she tested positive for COVID-19 on April 6. She believes she contracted the virus when she was in Franklin Street to celebrate UNC’s victory over Duke in the NCAA Men’s Basketball Final Four the previous Saturday.

“The one time I did not take a precaution, it was when I was rushing Franklin Street with 35,000 other people,” Crowther-Dias said. “And that was the one time I got COVID.”

UNC lifted its mask mandate for most indoor spaces, including classrooms, beginning March 7. The end of the month, UNC’s reported positive cases shown on its COVID-19 dashboard remained consistently low.

Thirteen students tested positive on March 11, according to the dashboard — the highest number of daily student cases that month.

“The last full update to the dashboard, which had been in place since 2020, was on April 1, and the University announced the change in updates in an April 6 formal notice.”

Crowther-Dias said she was not happy that the University indoor mask mandate was lifted last month.

“I can completely relate to people who say it’s annoying, they don’t want to do it anymore,” she said. However, the other side of that, getting COVID or making other people ill is so much worse than being inconvenienced by a little bit of fabric.”

The mask mandate was lifted following guidance from the UNC System and the Orange County Health Department. According to the Centers for Disease Control and Prevention, the county was no longer in the high-risk category.

After the campus mask mandate was lifted, the University implemented other changes in response to recent COVID-19 data trends.

Other changes include reduced hours through the Carolina Together Getting Program, which were made effective on March 14.

A possible resurgence

Justin Lessler, a professor in the Gillings School of Global Public Health Department of Epidemiology, has been involved with COVID-19 research since January 2020.

Lessler was one of the authors on the Jan. 4 planning brief put together by UNC researchers, including epidemiologists Jesse Edwards and Audrey Pettifor, and assistant geography professor and Carolina Population Center fellow Paul Delmater.

The brief projected that campus infections would peak two to three weeks into the spring semester, with 6,500 to 6,560 infections per day.

The BA.2 variant, a subvariant of omicron, currently dominates global case numbers. Compared to other strains, vaccines are less effective against the BA.2 variant, and it has been shown to be connected to recent surges in other countries.

Safety strategies

The CDC guidelines for community COVID-19 safety are now focused on analyzing hospitalization numbers, as opposed to test count and positivity rate.

Lessler said this decision is justified for two reasons: Community testing has shifted to at-home or clinician’s offices with a focus on rapid testing, and the severity of infection waves has decreased as populations build immunity.

“It makes sense to really focus on the hospitalizations and the severe outcomes, because we don’t want to be shutting everything down based on what is essentially a wave of mild illness,” he said.

Lessler said that while events like students rushing Franklin Street can contribute to the spread of COVID-19, they are not the only factor.

“I think that those things can be seeding events, but I do think it’s more maintained behavior that is likely to keep the epidemic going,” he said.

In the case of a resurgence, Lessler said, he hopes the University would be willing to reimagine some of its safety policies that helped keep community members safe in previous semesters.

Resource center offers award to student veterans

By Harrison Gummel
Staff Writer
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The Carolina Veterans Resource Center program director, Rob Palermo, said he had a positive experience at UNC and a student veteran, said “I think one of the really cool things about this opportunity too is it could also help students who have had a need or want to participate in unpaid internships or other types of experiences,” she said.

She also said that because of student veteran status and lack of funding, some students are not otherwise able to access experiences such as these.

For Rieckenberg, Boot Print to Heel Print is a way to show the University’s appreciation for the student veteran population on campus.

“This award is the means to be able to extend and show our support for our student veterans in a way that emphasizes our commitment to retention and student success throughout your first year and beyond until you graduate,” she said.

James Chavez, a graduate of UNC and a student veteran, said he had a positive experience at the Boot Print to Heel Print New Student Orientation.

“We’re asking them to essentially tell us how this is going to further their success and thriving in Carolina.”

New student veterans attend the orientation when they first arrive at the University.

“Honestly, it was phenomenal,” Chavez said. “I made so many friends and friends that I still talk to this day. Friends that have gone before me that our alumni still talk to, and even current students, which is pretty nice.”

Chavez said that there was a certain sense of community and that the CVRC provided a safe space for him and for other student veterans.

It was a place where we can just get together, hang out, talk about, you know, whatever,” Chavez said. “Talk about our experience in the military, our experiences that we’re going to bring together. It kind of it really did like bring us together.”

The deadline to apply for one of the 2022 Boot Print to Heel Print Summer Bridge Awards is on April 27 at 5 p.m.

Media Relations said in an email that UNC determines its community standards based on the UNC System, state and local guidelines.

“We are continuously monitoring local conditions and will continue to consult with system leadership and local health leaders in determining additional changes,” the email read.

As an epidemiologist, Lessler said, he is mainly concerned with the spread of the disease, but he recognizes that the county and University have various priorities they have to balance.

“Caution doesn’t have to be mandated,” Lessler said. “As we see cases rise, I think people should be considering their safety and those around them and being a little bit more cautious in the coming weeks.”

Twitter: @lagnahong

The Daily Tar Heel
Sanchez wins grant for documentary project

“People have to make these really hard decisions, and figuring out what’s the best thing for their future generations. And so I wanted to tell that story.”

Alex M. Sanchez
UNC graduate student

Sanchez wants to preserve her family’s history and show the person she is today.

Sanchez’s family’s immigration to the U.S.

By Adele Morris
Staff Writer
university@dailytarheel.com

Sanchez said her paternal grandmother and great-grandmother were forced out of France due to their Jewish faith during World War II.

Sanchez believes her family history has shaped her into the person she is today.

Sanchez wants to present her film on campus and host a panel discussion about race and migration, immigration and refugee specialists in the fall.

Sanchez hopes to shed light on both the hardships and different shapes of the immigrant experience.

Sanchez wanted to tell this story because she thinks it’s an incredibly nuanced issue.

Sanchez said, “People have to make these really hard decisions, and figuring out what’s the best thing for their future generations. And so I wanted to tell that story.”

Sanchez is on a mission to make sure people hear her family’s story.

Sanchez plans to take the experiences of her family and bring them to life in her documentary film "A Visual Anthology of Me:"

Sanchez said that her mother and maternal aunt, Dina Jacas, as well as her paternal grandmother and great-grandmother, are the inspiration for her project.

Sanchez plans to take the experiences of her family and bring them to life in her documentary film "A Visual Anthology of Me:"

Sanchez said her paternal grandmother accompanied her paternal grandfather to Nicaragua as a decades-long effort aimed at liberating the country from U.S. imperialism and to make them a dictatorship in power at the time.

They eventually moved to the United States.

On the other side of her family, Sanchez said her paternal grandmother and great-grandmother were forced out of France due to their Jewish faith during World War II.

Sanchez believes her family history has shaped her into the person she is today.

Sanchez said she believes none of it would have been possible if it weren’t for the sacrifices of her family if they didn’t have an immigrant background.

Sanchez plans to take the experiences of her family and bring them to life in her documentary film "A Visual Anthology of Me:"

Sanchez said her maternal grandmother was a key figure in her family’s immigration to the U.S. after World War II.

Sanchez’s family has spent their years around southeast Asia and the Middle East, Florida, Iceland, Peru, Costa Rica, New Orleans and beyond.

Her current stop is Chapel Hill, where she is a first-year master’s student at the UNC Hussman School of Journalism and Media.

Sanchez has spent her years around the world as a photojournalism student, documentary editor and travel company employee. She also worked as a non-profit employee that supported young adults, a translator for journalists and a transcriptionist for a documentary production company, among other titles.

Sanchez’s family’s immigration to the U.S.

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Data science school to open this fall
The decision follows years of student interest

By Aisha Baiocchi
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While data science is typically viewed as a STEM field, first-year and undergraduate learning assistant Ethan Delves sees art within the numbers.

“It deals with our perceptions of the world, which inherently comes with an ethical angle and a practical angle,” Delves said. “I kind of think of it almost like a vision company, or someone who’s making glasses. There’s an art to helping people see things properly and see things as accurately as they can.”

After years of student interest, UNC has decided to open the School of Data Science and Society, which is projected to fully launch in fall 2022. The new addition plans to unite current data science research and resources at UNC to give students an opportunity to pursue a degree in data science.

“Over the years, we’ve had lots of students asking for undergraduate and master’s programs in data science,” Jay Aikat, computer science and master’s programs in data science. “Some of them have actually been putting courses together across computer science and STOR and other disciplines trying to make up their own sort of degrees as they’re going, so this is in really high demand from the students.”

Aikat, alongside Joe Canady, assistant dean of finance in the Kenan-Flagler Business School, spearheaded plans starting two years ago, at the request of then-Provost Bob Blouin. According to UNC, Aikat has served on almost every committee for establishing the school.

Current Provost Chris Clemens was also part of the faculty planning committees. He said UNC has strengths in data science throughout its curriculum, but is still lacking in some areas.

“We don’t have an integrated curriculum. We have courses that sometimes fit together,” Clemens said. “So, what the school will be able to do is make an integrated course of study that both connects to the applications of data science in the college or in the school of public health, but also gives a degree in data science.”

Despite the lack of an official school, there are already groups across campus participating in research concerning data science, Aikat said.

“Though the School of Data Science and Society’s main focus will be data science and collection, it will also expand to more horizons,” Clemens said. He added that the “society” in the name references some of the other areas the school will cover.

Courses will teach the societal applications of data science — from applied research to specific disciplines — while also exploring questions about how data science impacts society.

“What are the ethics of collecting so much data?” Clemens said. “And how does it intersect with our society and our values? And that’s going to be a large part of this school.”

He said that the inclusion of “society” in the name is important because students need the skills to understand both data about society and the ethics around data collection.

“Part of the art that I think Chapel Hill could really sort of harp on is developing thinkers that know how to determine what’s fair, what’s accurate, what’s equitable in any given situation,” Delves said. “And make sure that the way we’re seeing the world and the way we’re interpreting the world through our data information, our representations of that data, match those perceptions of accuracy.”

Aikat said UNC’s strengths in STEM fields will make this new school an especially powerful resource.

“If we do this right, we could really set ourselves apart in how we define data science and society at Carolina,” she said. “We could be a world leader.”

Professor presents findings on salaries
Continued from Page 1
To grant tenure to journalist Nikole Hannah-Jones, many faculty of color decided to leave the University, citing problems with treatment, retention and representation.

To begin making faculty salaries more equitable, Becker suggests that the University focus on three priorities: attention, analysis and accountability.

Along with the collaboration at all levels of faculty, Becker suggests implementing a committee that is dedicated to accomplishing both short- and long-term goals.

These goals, she said, can be achieved through reviewing annual salary equity analyses, investigating salaries within specific departments, updating UNC on any progress and more.

The dedication to attention and analysis should also be met with internal and external accountability, Becker told the Faculty Council.

“Department chairs have to be accountable to their deans, and deans have to be accountable to the provost and to the chancellor,” she said.

Becker’s presentation on faculty salary equity is available to the public and has been shared with current faculty during meetings over the past two months.

You have to realize that the situation is bad when a faculty committee has to point this out in a public space,” Aikat said. “I mean this is terrible.”

Twitter: @aslbaiocchi

Shara He, the president of the Carolina Analytics Data Science Club, works on her data science project on Tuesday, April 19.
Sports

UNC commentator pursues love for sport

New gymnastics commentator has overcome hurdles

By Kaitlyn Schmidt
Senior Writer
sports@dailytarheel.com

Fifteen-year-old Christina Chauvenet stared at the vault with intent. After balking more times than she would like to admit, she remembered her task: open her right hand, get it on the table and push down.

Whether it was Chauvenet’s effort or her coach assisting her over the vault, she experienced the long-awaited feeling of her sport, something that her gymnast friends without disabilities had gushed about since they were in Level 1.

She was flying.

Chauvenet was born with spastic hemiplegic cerebral palsy that affects the right side of her body. Growing up, Chauvenet said she knew she would never become a Division-I gymnast like some of the athletes she trained with. But equipped with an in-depth knowledge of gymnastics and a passion for educating others, Chauvenet took on a different challenge years later — for educating others, Chauvenet took knowledge of gymnastics and a passion for the sport of gymnastics difficult to complete.

As a 14-year-old at Camp Woodward in Pennsylvania, where many gymnasts train, Chauvenet’s goal was to master a cartwheel — her condition, though, caused her to lean sideways, giving her extra difficulties. But with multicolored mats stacked up to form a barricade on either side of her, Chauvenet did it.

Chauvenet’s most daunting event was bars, as she struggled with grip strength. At the same camp that she conquered the vault, she said she finally learned how to do a back hip circle, a foundational skill on uneven bars.

Although Chauvenet saw improvement in her skill set throughout middle and high school training, injuries pushed her to quit gymnastics after one season, she began constructing spreadsheets of information to reference and memorized the code of points and deductions.

Thus, without any broadcast experience or collegiate-level gymnastics under her belt, Chauvenet’s commenting career began. At first, Chauvenet said she didn’t know broadcast terms like “lower thirds” and said “okay” every time she began talking, but she soon became acclimated to the job. After just one season, she began communicating with play-by-play broadcaster Kevin Copp, who she recently met in-person to work the 2022 East Atlantic Gymnastics League championships.

She also befriended then-UNC gymnastics head coach Derek Galvin, who let her sit in practices and take notes.

As Chauvenet’s commentary platform expanded, her Twitter presence simultaneously grew as a way to communicate with her fanbase and other personalities in the industry. It was through social media that Chauvenet watched Shannon Miller and Dominique Dawes compete in the 1992 Summer Olympics.

Chauvenet hoped to use her voice to give gymnasts the platform they deserve.

A 16-year-old Christina Chauvenet poses for team picture day at Salem Gymnastics Sports Center in 2002.

PHOTO COURTESY OF CHAUVENET

Christina Chauvenet, pictured on Wednesday, April 13, is a UNC gymnastics color commentator.

Don't stress about your fall schedule

There is always SUMMER SCHOOL.

SUMMER SCHOOL
**Tar Heels fall short in finale against FSU**

The defeat by Georgia Tech added to UNC’s now-four-series-losing streak

By Asheebo Rojas

If you like home runs and high scoring baseball, the Diamond Heels’ series against Georgia Tech was for you. Unless, that is, you’re a North Carolina fan. In that case, there might’ve been too many home runs for your liking.

The Tar Heels lost this weekend’s series to the Yellow Jackets 2-1, scoring at least eight runs in each game with a total of eight homers. Hitting wasn’t their problem — it was the pitching.

UNC gave up 25 total earned runs and 30 homers to the opponent and made numerous mistakes from the mound. These pitching woes were not an anomaly. The Tar Heels gave up 25 runs for the second time this month in the 10-5 second game win.

The Tar Heels appeared to have found a way to be competitive against the high-powered Yellow Jackets, scoring at least eight runs in each game to the opponent’s 15 runs for the second time this month, and were able to hold Tech to just five total home runs on the weekend.

In Sunday’s game, these troubles continued for the Tar Heels. The last game of the series saw UNC leave five different batters on base, allowing five runs to score with runners in scoring position, compared to FSU’s .429 average in this category.

UNC senior pitcher Hannah George (42) winds up a fastball on Friday, April 15, UNC lost 2-0

"I think (Sunday), it took us a little bit longer to make adjustments in the first three innings," Papa said. "But after that, we did a good job of getting on base, and just needed to find a way to push the runs across and have our pitchers hold it down on their side."

In Saturday’s win, adjustments were made early. With two runners on in the second inning, first-year Alex Brown tripled to right field to score them. Another hit from graduate Sara Jubas added to UNC’s one win of the series. But the Tar Heels failed to put together the necessary pieces on Sunday.

The Seminoles bats lit up again in the series-deciding game, and the barrage of home runs that ensued was too much for North Carolina to weather. "Sunday is championship Sunday," Papa said. "You’ve got to find a way to put that together. That one’s the toughest of the series always."

Twitter: @AsheeboR38

By Shelby Swanson

**Tar Heels give up the mound and made numerous mistakes from runs and 10 homers to the opponent was the pitching.**

Hitting wasn’t their problem — it was the pitching.

The Tar Heels gave up 25 runs for the second time this month in the 10-5 second game win. "I think (Sunday), it took us a little bit longer to make adjustments in the first three innings," Papa said. "But after that, we did a good job of getting on base, and just needed to find a way to push the runs across and have our pitchers hold it down on their side."

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The Daily Tar Heel

By Asheebo Rojas

Senior Writer

"I think we win the game," Forbes said, "if we have one guy come early. With two runners on in the first inning, I think we win the game." Forbes said, referring to the game one loss.

Only two pitchers stayed for three innings on Saturday, with two new pitchers called on in the fourth inning. "I think if we have one guy come early, we can rely on that and just make pitches in the zone and kind of make things happen around guys so much," Forbes said.

But for the most part, the weekends’ pitching struggles were not a matter of trusting the defense. It was just bad execution from North Carolina. "There were plenty of crucial mistakes from the mound that cost the Tar Heels some wins this series, especially at the end of the final game," Forbes said.

With UNC down 7-5 in the ninth inning, senior pitcher Caden O’Brien had a rough stretch of hitting two batters with a pitch and giving up a grand slam, creating a deficit the team could not overcome.

"I think that’s a sign of lack of toughness," Forbes said. "That’s where you have to say as a pitcher, ‘OK, I’m getting this guy out.’"

With a four-series losing streak and an 8-10 conference record, a lack of solid and consistent pitching is not ideal for the Diamond Heels when it comes to ACC Championship and College World Series implications.

The Tar Heels are now in “go mode” with only four ACC series left on the schedule.

With hitting seeming to be a strength, the pitchers must find the confidence to put it all together — whether that confidence comes from within themselves, Forbes or the support of their teammates.

"I know what it’s like to struggle," junior shortstop Danny Serretti said. "I’ve struggled plenty throughout my career, and at the end of the day, it just comes down to you. It’s tough, but at the end of the day, I know the work (the pitchers) put in and how good those guys can be."

Twitter: @shelbymswanson
UNC looking to move past season-finale loss

The No. 1 Tar Heels will kick off ACC Tournament play Friday

By Max Feliz
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After entering Friday’s matchup against No. 9 Duke with a 23-0 record, a shocking loss to the Blue Devils marked the end of an almost perfect regular season for the No. 1 North Carolina women’s tennis team.

Despite the loss, UNC is driving itself forward into the postseason. The Tar Heels are coming off a regular season that saw them outplay No. 1 in the nation, win the ITA National Indoor Championships and have top-ranked players in both singles and doubles.

Through all the success, one common factor seemed to helped the team reach the pinnacle of the sport. “We’re super positive,” first-year student-athlete Harrison Schertzinger said. “I just think that our camaraderie and team chemistry has been so good this season, that our team has been so close with each other.”

Despite the loss, UNC is driving itself forward into the postseason. “We’re gaining confidence,” sophomore Yana Shvedova said. “I feel like this is a really good opportunity for us to show that we can bounce back after our loss to Duke.”

North Carolina has considerable talent on its team, with the No. 1 doubles team in the nation. Three singles players making the top 50 in the ITA rankings. Last week, senior Cameron Morrison moved up four spots to position herself in the fourth rank.

“Every game is going to be tough,” Shvedova said. “We’re just going to go out and play our best.”

UNC aims to grow from its struggles and deliver at the national scale.

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UNC aims to grow from its struggles and deliver at the national scale.
Chapel Hill's affordable housing plan endangers low-income families

In an inexcusably negligent decision, the Town of Chapel Hill will soon build low-income homes on a toxic coal ash site, according to a WRAL report on the development. This decision, inspired by the town's deep-seated need for more affordable housing, represents a severe lack of care for the underserved members of our community.

By developing toxic land to those struggling with poverty, the Town is exploiting the needs of these populations. This project should not go forward.

The Town has owned the 10-acre piece of land, located off Martin Luther King Jr. Boulevard, since 1980, and the land has been dumping grounds for both residents and the University for at least 50 years. It's no small inconvenience, either — the property is filled with more than 60,000 cubic yards of coal ash.

The plan is to cover the coal ash with 3 to 4 feet of clean soil and construct a retaining wall to prevent it from eroding into a nearby creek, partially responsible for the town's water supply. The alternative — removing the coal ash — could cost up to $16 million and risk air pollution during removal.

The decision to buy and build on top of the pollution is a shortsighted decision by Town Council members, who all voted in favor of the project with the exception of Adam Beaching. They fail to consider the long-term potential of coal ash exposure as fluctuating levels and time waste against the fresh soil that would reportedly contain it.

According to experts, both coal ash and pose in the past, building in an area with such uncertainty regarding the safety of potential residents is ill-advised. Coal ash commonly contains arsenic, lead, and mercury, among other heavy metals. Long-term exposure to these elements can put individuals at increased risk of respiratory issues, neurological disorders, and cancer.

For several suburbs outside Charlotte, coal ash dumping by Duke Energy into Lake Norman has posed threats to health and drinking water.

Mooreville, a town located on the lake, has elevated rates of thyroid cancer, according to a Duke University survey on the impacts of coal ash in Iredell County. In fact, the county is a potential cancer cluster, with thyroid cancer rates that are two to three times the state average, according to the National Cancer Registry.

Coal ash is not explicitly considered to be hazardous waste by the Environmental Protection Agency, despite debates, but could still prove to affect residents if levels of it exist in the air. Children would be left especially vulnerable.

Why would Chapel Hill ignore scientific and local evidence of the dangers of coal ash exposure? Don't get us wrong, the initiative to build low-income housing in Chapel Hill is an admirable and necessary one. The percentage of people who live below the poverty line in Chapel Hill is more than 7 points higher than the national average. Even if these numbers are inflated due to the town's student population, it demonstrates the dire need for action on behalf of the town.

Moving people to affordable housing units would be a step in the right direction. In the case of these people's lives would be subject to risk, uncertainty. It could be reasonably predicted that health conditions would plague their experiences and even harm them financially as health care needs worsen.

Exposing low-income communities to chemicals that could lead to illnesses does not come close to solving poverty — it just redefines it.

The entire situation reiterates the harms of reliance upon cheap coal and other fossil fuels that pollute the environment. The issues of pollution and environmental crises are most directly felt by the marginalized members of society, as evidenced by the local government's push to have these communities live atop a mound of coal ash.

Chapel Hill's willingness to propagate environmental racism and injustice is alarming. Those who are not responsible for the massive dumping of toxic waste are forced to bear the brunt of the pollution.

The University needs to be held responsible for its role in this site's accumulation of waste. The town that allowed the misuse of the land for affordable housing is accountable for its consequences, not the low-income people they hope to house there. Most importantly, the solutions for a lack of affordable housing should not be built on toxic waste.

The goal of the Town should be to mitigate the effects of poverty in the safest and most effective way possible. Delegating those in need to dangerous sites of pollution does not serve this goal and is a miscarriage of justice in our community.
UNC’s allegiance lies solely with its stakeholders

By Caitlin Yarde and Claire Burch

As a nationally renowned public institution, UNC is beholden to many stakeholders. The University, however, has demonstrated that it is most allegiance to just one: its donors.

In an invasive overreach of administrative power, UNC is pursuing a probe into faculty emails that is far broader than previously known, according to an initial report from NC Public Watch.

The Daily Tar Heel also reported on the scope of the UNC’s investigation this week, finding that the University may have sought access to over 20 faculty member emails and hard-drive backups. This probe comes after Walter Hussman’s confidential donor contract was published in the News & Observer last July.

Hussman is the publisher of Arkansas’ largest newspaper and namesake of the Hussman School of Journalism and Media, following a $25 million donation in 2019. UNC is seeking answers to how his contract was released, fearing the impacts this may have on other donations to the University. Throughout the process, however, the administration has illustrated that they value donor confidentiality over its own faculty.

With the goals of the University, spats for louder than the faculty it employs. This would not be the first time external finances have impacted our professors. Hussman was found to have sent emails aimed at dissuading the Journalism from hiring Black journalist and author of the 1619 Project Nikole Hannah-Jones. She was initially denied tenure, despite her position as Knight Chair professor and the awarding of tenure to her predecessors.

While we are unable to draw a clear link between Hussman’s persuasion and Hannah-Jones’ later tenure debacle, this instance mirrors the waters around donors and their relationships with faculty members.

It raises questions as to why Hussman was involved in hiring conversations to begin with, and how much power donors have over administrative processes, indirectly or otherwise. As we learn of the extreme depths of this probe, it’s clear that this power is far too expansive.

Journal professors Deb Aikat and Daniel Kreiss are two targets of this investigation and were asked to sit in for questioning. Aikat agreed, while Kreiss declined. He was in his questioning that Aikat learned about the pervasive intrusions into his email records.

It’s clear that this probe will have dire consequences for faculty, as they suffer in adverse anonymity and an eroding relationship with the University. This comes at a time when UNC struggles to retain faculty, most notably women and RPOIC.

Shortly after the Hussman probe, Hussman resigned from his position as co-lead for the UNC Strategic Plan.

The University’s actions are inexcusable, especially considering the fact that Hussman himself was a student at UNC. He would have had access to the donor agreement prior to its publication.

Far too often, donors influence higher education with their philanthropic expenditures. But it is crucial that this conversation focuses on the negligence and lack of transparency brought on by UNC. Our University cares more about restricting faculty access to behind-the-scenes deals and processes than donor access to the workings of our institution.

This is a clear demonstration of the maligning impact of the Hussman probe, which come at the direct cost of students and faculty who are being caught in the crossfire.

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By Georgia Rouda-Moorhead

I took my Introduction to Economics final five days after my grandmother was hospitalized due to heart failure and sepsis. Come exam day, I gave the assessment an admirably half-assed effort.

I received a D on the test and ended the course with a C+. Despite carrying on in the remainder of my courses, I knew I had severely reduced my chances of getting into UNC’s highly selective business school. The admission major in the fall, I submitted an appeal to the University and asked them to drop the score from my transcript. They denied my request because guidelines do not support dropping courses with a grade of C or better — “regardless of circumstances.”

Uncompromised challenges that arise at inopportune times are a part of life. That said, did my loved one’s diagnosis affect my ability to deliver on the final? Yes, it did.

This grade marked the genesis of my “academic identity crisis.” I came to UNC to study business, but now I had no idea what I wanted to study. I felt like a failure, but I knew I wouldn’t be retracted. After applying to — and getting rejected from — more colleges than I care to admit, the mere thought of having to undergo a similar process just to pursue a major exacerbated me.

My situation was not unique. One of my classmates shared how much UNC’s computer science program now requires students to apply to the major, thus transferring to N.C. State. Worries emerged about admissions processes for potential donor departments.

If the application to UNC was the “weed-out” process, why does the school allow the culture to popular fields of study? Last April, when plans to move to an admission-based system were first announced, the computer science department said the goal was to eventually halve the number of undergraduate computer science majors. This decision occurred due to faculty shortages, which worsened after two senior, tenure-track professors retired. They had contributed 25 percent of the department’s teaching capacity.

The department went back on the decision briefly after, but has since implemented an admissions policy for students who enter UNC in fall 2022. “The students that will be affected are the students that didn’t know they wanted to declare the major,” department Chairperson Kevin Jeffay said at the time.

Major selectivity underlines the University’s emphasis on curricular flexibility, a core tenet of the “liberal arts” educational experience. While UNC takes pride in helping students foster intellectual curiosity, introducing an admissions process for popular majors bars hundreds, possibly thousands, from pursuing their interests.

This problem is not exclusive to the computer science program. The Kenan-Flagler Business School, with an acceptance rate of just over 11 percent, accepts about 350 to 390 majors and 50 to 70 minors, according to its admissions page. The average SAT score for accepted students was 1451, and about 77 percent of these students were in the top 10 percent of their high school class.

For students who do not have the resources to excel on standardized tests or attended high schools that do not offer Advanced Placement or International Baccalaureate classes to prepare them for UNC’s rigorous prerequisite courses, Kenan-Flagler’s heavy focus on GPA can severely harm chances of acceptance.

The first year of college often poses a myriad of difficulties, such as homesickness and burnout — all of which may impact a student’s academic performance and community engagement.

While extenuating circumstances can occur at any point in time, the admissions process at UNC can exacerbate these challenges.

UNC’s academic programs must take these multifaceted factors into account when deciding whether an admission process is appropriate.

The fact is, the new system makes sense. High student demand combined with staffing shortages attests to how these policies are necessary for ensuring quality outcomes.

But at a true liberal arts institution, everyone should receive the opportunity to take classes that interest them or change their major at any point — preventing students from undergoing a sternum application process. With what we know, we need to have the right to pursue the entirety of their academic career before they set foot on campus just to enroll in a program that has the resources to help satisfy their undergraduate goals.

But the biggest impact solutions are from the responsibility of the University administration.

They must prioritize hiring and retaining more professors to meet the demand for popular majors so the burden of poor faculty retention does not fall on overwhelmed undergraduates.
Residents, Chapel Hill Town Council members and lawyers are raising concern over ongoing plans to develop the Chapel Hill Police Department lot. Concerns surrounding development on the lot has persisted since coal ash was first identified on the site in 2013.

According to the Environmental Protection Agency, coal ash contains contaminants like mercury, cadmium and arsenic. Without proper management, these contaminants could cause cancer and other health problems.

In 2019, environmental consulting firm Hart & Hickman completed its risk assessment of the site. The report determined the lot can be repurposed safely without removing all of the existing coal ash and debris. It also recommended interim measures to remove coal ash located close to Bolin Creek.

“The Town plans to move forward with an economic development agreement in June,” Torrey said.

Town Council member Adam Searing — the lone opposing vote — said during the meeting that the Town has not approved any community green space. However, the Town plans to cap, contain and cover the coal ash, which would reduce community risk and exposure to potential contaminants.

Town officials estimate that removing the coal ash would cost between $13 and $16 million and would take three or more years to complete, in a fact sheet on the Town’s website. They also state that removing the ash could prove hazardous to Bolin Creek and surrounding communities.

“If the site is developed, the Town removed the ash could cause contamination to Bolin Creek and surrounding communities,” Searing said.

To move forward, the Town removed the coal ash, which would lower the risk of exposure to cancer-causing materials even further.

The Carolina Center for Public Service is proud to honor the following recipients for their dedication to public service and community engagement.

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Volunteering, festivals focus on sustainability

The Climate Reality Project’s Orange County chapter will host an event in partnership with the Town of Carrboro to begin Thursday.

**Carrboro and Chapel Hill both have family-friendly events planned**

By Sierra President

city@dailytarheel.com

**Earth Day in Carrboro**

The Climate Reality Project’s Orange County chapter will host an event in partnership with the Town of Carrboro to begin Thursday. Registration is not required, and there will be live music, information tables and other kids’ activities. While admission is free, attendees can buy food and items on sale at the event.

Margie Muener, secretary for Climate Reality Project’s Orange County chapter, said that one of the main goals of the event is to provide educational opportunities.

“We hope people are overwhelmed with the climate crisis and don’t know what they can do,” she said. “This is to show that if we can get everybody involved and help them, then that communities can do.”

**Care for Our Earth Through Art**

A woman walks down a path in Umstead Park by the Bolin Creek Trail on Monday, April 4.

By Harrison Gummel

Staff Writer
city@dailytarheel.com

The high schoolers will travel to Houston to face about 450 other teams

By Maggie McIntyre

Staff Writer
city@dailytarheel.com

The bill proposes a national copay cap system at $35 or less

By Harrison Gummel

Staff Writer
city@dailytarheel.com

The bill was received in the U.S. Senate early this month and would go into effect in 2023 if signed into law.

In March, the Affordable Insulin Act proposes a national copay cap, which would limit how much insulin producers can charge for copays. The Affordable Insulin Act does not specify what a copay cap could be a price, which would limit how much insulin producers can charge for copays.

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While there is little opportunity for students at local universities like UNC to have access to insulin for financial aid, including a $15 copay for a months supply of insulin and doesn’t require students to pay the_their_ insurance.

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The high schoolers will travel to Houston to face about 450 other teams

By Maggie McIntyre

Staff Writer
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On April 10, a high school robotics team traveled from Orange High School and Cedar Ridge High School to compete at the state’s district championship. The Hedgehogs — qualified for the FIRST robotics world championship.

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