

Policy Discussion:

President's

Action Plan

BOG Policy Discussion – Update on the President’s Action Plan
Thursday, February 11, 2010
10:00 a.m.

During the September 2009 meeting of the Board of Governors, President Bowles outlined a series of high-priority action steps that he deemed essential to executing on the final recommendations of the UNC Tomorrow Commission. These action steps were divided into five categories that tracked key UNCT recommendations:

- Improving public K-12 education
- Increasing access to higher education
- Transforming our institutions to be more nimble, efficient, and responsive
- Increasing focused research and becoming more actively engaged in economic transformation, and
- Enhancing global competitiveness

All components of the Action Plan described by the President were to be completed by December 2010.

Since the September Board meeting the senior staff at General Administration has been focused on ensuring that each component of the Action Plan is completed on schedule. Last November, all Board members received a copy of the detailed internal calendar for ensuring that all goals and deadlines are met.

During the policy discussion, members of the staff will provide updates on core elements of the Plan, identifying accomplishments to date, specific goals to be achieved by December 2010, and any resources needed or potential barriers to success.

The following pages contain the 2009-2010 University Action Plan that was presented to the Board last September.

Executing on UNC Tomorrow: 2009-2010 University Action Plan

“Only through high-quality education can North Carolina’s economy rebound, sustain economic growth, and create good, high wage-paying jobs for our citizens. The University must do its part to provide this quality education and must do so efficiently and effectively.”

Erskine Bowles

1. Continue to do our part to **Improve Public K-12 Education** [UNCT Finding 4.3]
 - A. We’ve worked successfully on more teachers—now we have to make sure we are producing better teachers.
 - i. Longitudinal data study
 - ii. Recruitment
 - iii. Mentoring
 - iv. Curriculum changes to align with national and state standards
 - v. Formative assessment instruction
 - vi. Stimulus proposals
 - B. Principals
 - i. Comprehensive academic program review to redesign program of study for school leaders
 - ii. Longitudinal impact study of MSA programs
2. Continue efforts to **Increase Access to Higher Education** [UNCT Finding 4.2]
 - A. Develop and implement plan to increase community college transfers.
 - B. Continue to expand distance education, both on campus (to improve throughput) and off campus to meet needs of non-traditional and traditional students.
 - C. Need-based Aid – complete study of how to combine disparate programs and market them to make need-based aid more effective—simplify.
 - D. Review 4-year tuition plan.
 - E. Review Enrollment Growth Plan—tie to retention and graduation—develop jointly with community colleges.
3. Continue to internally **Transform our Institutions to be more Nimble, Efficient, and Responsive** [UNCT Section 5]
 - A. Continue effort to be more Demand Driven—re: UNCT
 - B. Evaluate all campus leadership based on Performance Goals
 - C. Eliminate useless regulation that creates bureaucracy with little value

- D. Reduce middle management
 - E. Institute E-Procurement
 - F. Institute Student Health system-wide
 - G. Institute Payroll for nine campuses
 - H. Institute FIT—Dashboards for all chancellors for fiscal management
 - I. Look for other areas to use system-wide Market Muscle
 - J. Institute Budget Reductions based on Best Practices—examples:
 - i. Centralize classroom management system
 - ii. Centralize HR, Development on campus
 - iii. Review all centers and institutes
 - iv. Consolidate web services
 - v. Merge redundant programs
 - vi. Consolidate campus delivery facilities
 - K. Reexamine appropriate Faculty Workload Productivity and Measures
 - L. Consolidate IT where possible
 - M. Revise Tech Transfer
 - N. Get Bain Analysis reviewed and discussed on each campus
 - O. Standardize Contracts and Grants procedures—RAMSES
4. **Increase Focused Research and Become more Actively Engaged in Economic Transformation** [*UNCT Findings 4.4 and 4.7*]
- A. Take advantage of Stimulus funding
 - B. Focus on UNCT identified needs
 - i. Marine Science
 - ii. Aviation
 - iii. Health care
 - iv. Environmental science
 - v. Energy, energy efficiency, alternative energy
 - vi. Nanoscience
 - vii. Biotechnology, bioengineering, bioinformatics
 - viii. Natural Products
 - ix. Advanced manufacturing

- C. Coordinate with Community Colleges—examples aviation, bio, green
 - D. Revamp Tech Transfer
 - E. Focus on Innovation—product, process, economic and social impact
5. **Enhance Global Competitiveness** of UNC Institutions and their Graduates
[UNCT Finding 4.1]
- A. Use crisis to upgrade Talent—administrators, employees, faculty
 - B. Set higher Standards of overall performance
 - C. Set higher Admission Standards
 - D. Continue to evaluate new Summer Bridge “Boot Camp” for expansion
 - E. Focus on improving Retention and Graduation—(not just access but graduation with a diploma that means something)
 - F. Better Customer Service at all levels—admissions, financial aid, advising, etc.
 - G. Institute better, stronger Accountability, better Process, better Controls through FIT, best practices
 - H. Fix Employment Practices
 - i. Examine as a whole—salary, benefits, leave
 - ii. Contracts—should we have them?
 - iii. Better definition, better accountability on retreat rights
 - iv. 80th percentile target on salary—is this the right goal?
 - v. Retreat package—how generous, how far down for eligibility?
 - vi. Prepare study on benefits—comparative analysis—how can we be competitive?
 - I. Implement Hate Crimes Policy