

Molly Corbett Broad
President's Report to the Board of Governors
UNC General Administration Building Board Room
January 9, 2004
10:45 a.m.

Thank you, Mr. Chairman.

Pending Salary Increases for Lowest-paid SPA Employees

While we informed you of this action last week, I would like to take this opportunity to again publicly thank Governor Easley and State Personnel director Thom Wright for their responsiveness to the plight of the state's lowest-paid SPA employees, including hundreds across our 16 campuses. The state's inability to provide any meaningful salary increases in recent years has created special hardships for workers at the lowest salary levels, and the provision of targeted funding for mid-year salary increases for these workers is a critically important and symbolic step in addressing that problem.

We realize, of course, that this action does **not** solve our overarching challenges related to compensation and competitiveness. The lack of competitive salaries for University faculty and staff has become a growing problem across the University, and addressing this critical issue must remain a high priority of this Board as we look toward the 2004 short session of the General Assembly.

Task Force on Meeting Teacher Supply and Demand

Yesterday the Planning Committee heard an update on the work of the Board's Task Force on Meeting Teacher Supply and Demand. Given the challenges faced by North Carolina in securing a dramatically larger number of highly qualified schoolteachers, the work of this blue ribbon group is of the utmost significance. And I am very impressed with their draft recommendations which have been shaped directly by the leadership of chancellors, vice presidents and the members of this Board who will serve on this task force. Mr. Chairman, this task force has taken their charge and performed with thoughtful ideas, innovative strategies and a comprehensive look at daunting problems facing the state.

The group's final report and recommendations will be an important item on this Board's February agenda, as well as a focal point of next month's Joint Education Boards meeting. The University and our state's public schools will benefit greatly from the hard work of Chairman Willie Gilchrist and the other members of the Task Force.

Joint UNCC/WCU Degree Program in Electrical Engineering

Last spring this Board approved an engineering feasibility study that called for the exploration and possible development of joint degree programs involving our three existing engineering programs and certain other campuses that had identified engineering offerings as a strategic priority. I would like to acknowledge that the first product of that report, a request from UNC Charlotte and Western Carolina University to establish a joint baccalaureate degree program in electrical engineering is before you today for action.

Long-Range Plan 2004-09

In closing, I would commend to you the updated Long-range Plan that you will be asked to adopt later in this meeting. This document, which has been the subject of considerable review and discussion in recent months, embodies an enormous amount of work by this Board's Planning Committee and every single division within the Office of the President. The primary author of this document has been Vice President Alan Mabe. Please do not underestimate its importance to the long-term development and prosperity of the University enterprise.

The development of a five-year long-range plan was one of the first duties taken up by the Board of Governors after it was formed in 1972. A revised and updated plan has been adopted every two years.

In recent years, this board has adopted a more strategic approach to long-range planning, one that draws upon greater external context from shifts in demographic patterns, the transition to a global, knowledge-based economy, and changing skills requirements in the world marketplace. As part of the planning process, for example, you have endorsed and continued to refine a small set of strategic priorities designed to advance the University's overarching mission. This is a critically important exercise in a global marketplace in which the only constant is change. I have been heartened by the number of you who have read the long-range plan and have commented about it in such a complementary way.

Thirty years ago, a very young Governor Jim Holshouser addressed a newly constituted UNC Board of Governors. He offered some sound advice at that

early gathering that rang true then and bears repeating today. In urging the first Board of Governors to give high priority to long-range planning, the Governor observed [and I quote]: “Many statewide universities have never managed to get around to the real job of long-range planning. They have never found the time to face the bigger problems of where their whole system is going, or ought to go, a decade or more in the future.... The institutions and the state need to have well-defined goals for the whole of higher education and for its various parts.”

Through the Long-range Plan before you, this board is tackling that “real job” and facing the bigger problems of where this University is going, or ought to go. You are to be commended for it.

Mr. Chairman, this concludes my report.