

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