

January 29, 2025 at 1:30 p.m.  
Via Videoconference and PBS North Carolina Livestream  
University of North Carolina System Office  
223 S. West Street, Board Room  
Raleigh, North Carolina

## AGENDA

### OPEN SESSION

- A-1. Academic Affairs Update ..... David English
- A-2. Update on UNC System Health Care Initiatives ..... Katherine Martin
- A-3. Update on Implementation of Section 400.3.4 of the UNC Policy Manual,  
*Policy on Faculty Workload* ..... Daniel Harrison
- A-4. Update on Implementation of Section 400.1 of the UNC Policy Manual,  
*Policy on Academic Program Planning* ..... Daniel Harrison
- A-5. UNC Board of Governors Resolution on Literacy in Teacher Preparation,  
Compliance Results December 2024 ..... Shun Robertson and Ashton Clemmons
- A-6. The Importance of Research for the UNC System ..... David English  
Chancellor Philip G. Rogers, East Carolina University  
Chancellor James R. Martin II, North Carolina Agricultural and Technical State University  
Chancellor Sharon L. Gaber, University of North Carolina at Charlotte
- A-7. Adjourn

**AGENDA ITEM**

A-1. Academic Affairs Update..... David English

**Situation:** The committee will hear an update on recent activities involving academic affairs.**Background:** The University of North Carolina System Office Division of Academic Affairs complements the University of North Carolina System's core academic mission, supports faculty, and ensures success for research and sponsored and international programs. The division also aids with student affairs and other access and outreach activities.**Assessment:** Information will be provided to the committee on recent updates in academic affairs at the UNC System Office and across the 17 institutions.**Action:** This item is for information only.

**AGENDA ITEM**

A-2. Update on UNC System Health Care Initiatives ..... Katherine Martin

**Situation:** North Carolina is projected to face a shortage of as many as 18,600 nurses by 2033. This is largely due to increased patient demands from North Carolina’s aging population, a retirement wave across nursing faculty, and professional burnout.

In addition, North Carolina patients need better access to primary care in rural and underserved areas.

**Background:** Katherine Martin, senior advisor for health affairs in the UNC System Office, will continue her presentation from November 2024 with updates on two UNC System initiatives aimed at improving health care in North Carolina:

- The UNC System Office’s Nursing Program Expansion Initiative recently granted awards for all 12 nursing programs. Allocating resources to nursing programs meets the UNC System’s vision to increase the number of allied health graduates, mitigate the health care workforce shortage, and address faculty recruitment and retention issues — all of which can help enhance patient access to health care. These funds support the legislature’s efforts to increase nursing degree completions by at least 50 percent.
- The UNC System Rural Residency Medical Education and Training Fund was established under the 2023 Appropriations Act with a \$23.5 million appropriation. The UNC System Office has allocated these funds to assist UNC Health and ECU Health with expanding existing rural residency training programs or establishing new programs for the following specialties: family medicine, pediatrics, obstetrics and gynecology, psychiatry, internal medicine, and general surgery.

**Assessment:** The presentation will provide a status update on the UNC System Office’s Nursing Program Expansion Initiative and grant awards for all 12 nursing programs.

The presentation will also provide a status update on the use of the UNC System Rural Residency Medical Education and Training Fund to date, as well as plans to evaluate the effectiveness of the fund’s targeted approach to shape a physician workforce that will provide better access to health care for patients living in rural and underserved areas.

**Action:** This item is for information only.



# **UNC SYSTEM NURSING PROGRAM EXPANSION UPDATE**

Katherine Martin

January 29, 2025

# 12 UNC System Nursing Programs



# UNC System Nursing Expansion Initiatives

---

- **FY 2023-25 Total State Appropriation: \$40 million**
  - **\$29 million – 12 UNC System Nursing Programs**
    - Program expansion grants
  - **\$1 million – NC Area Health Education Center (AHEC)**
    - Expand clinical site development program, clinical instructor program.
  - **\$1 million – NC State Education Assistance Authority (SEAA)**
    - Additional funds to meet BSN student demand for forgivable education loans for service (FELS) program
  - **\$970,000 – UNC Sheps Center on Health Workforce Research**
    - ROI evaluation on nursing program expansion grants.
  - **\$TBD – Military Student Nursing Program Expansion Grants**
    - UNC System has issued RFIs to all 12 nursing schools, responses due Oct. 18<sup>th</sup>

# Nursing Program Expansion Grants: Flow of Funds

Institution	FY 2023-24 Award Amount	FY 2024-25 Award Amount	Total Award Amount
A&T	\$ 1,125,000	\$ 1,236,443	\$ 2,361,443
ASU	\$ 1,125,000	\$ 1,069,210	\$ 2,194,210
ECU	\$ 1,125,000	\$ 1,875,000	\$ 3,000,000
FSU	\$ 1,125,000	\$ 944,213	\$ 2,069,213
NCCU	\$ 1,125,000	\$ 810,528	\$ 1,935,528
UNCC	\$ 1,125,000	\$ 1,332,435	\$ 2,457,435
UNC-CH	\$ 1,125,000	\$ 1,574,399	\$ 2,699,399
UNCG	\$ 1,125,000	\$ 1,295,118	\$ 2,420,118
UNCP	\$ 1,125,000	\$ 1,227,600	\$ 2,352,600
UNCW	\$ 1,125,000	\$ 1,289,245	\$ 2,414,245
WCU	\$ 1,125,000	\$ 1,349,700	\$ 2,474,700
WSSU	\$ 1,125,000	\$ 1,447,000	\$ 2,572,000
AHEC	\$ 500,000	\$ 500,000	\$ 1,000,000
UNCSO OER Initiative	\$ 60,800	\$ 71,680	\$ 132,480
Sheps 5-Year Evaluation	\$ 939,200	\$ 38,056	\$ 977,256
SEAA FELS - Nursing		\$ 1,000,000	\$ 1,000,000
<b>Total FY Appropriation</b>	<b>\$ 15,000,000</b>	<b>\$ 25,000,000</b>	<b>\$ 40,000,000</b>
<b>Total FY Allocation</b>	<b>\$ 15,000,000</b>	<b>\$ 17,060,628</b>	<b>\$ 32,060,628</b>
<b>Remaining FY Balance</b>	<b>\$ -</b>	<b>\$ 7,939,372</b>	<b>\$ 7,939,372</b>

# Western Carolina University

Cullowhee, North Carolina

## PRELICENSURE NURSING PROFILE

MAX CAPACITY

300

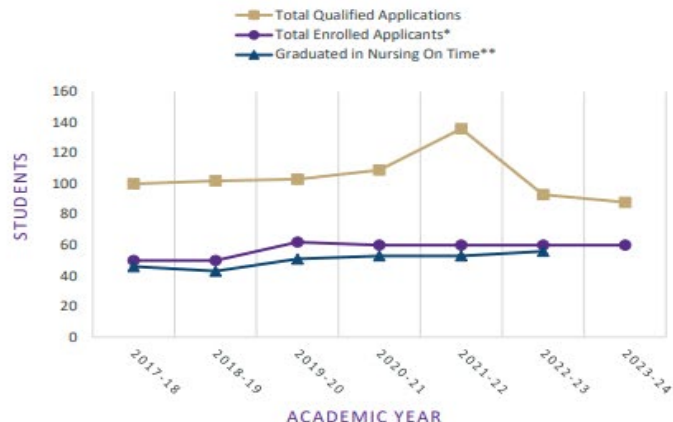
Enrollment as Percentage  
of Max Capacity

56%

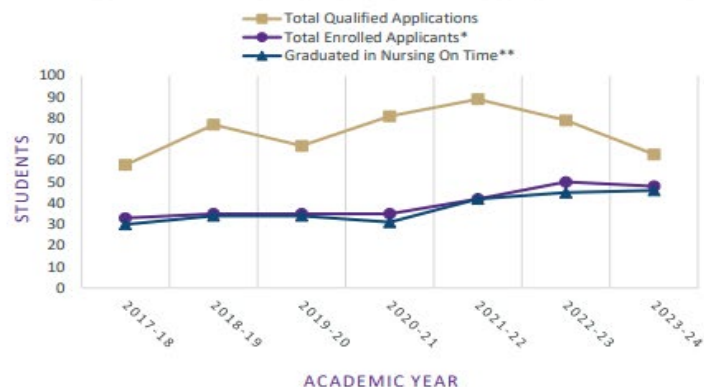
RESIDENT TUITION

\$1,000

### TRADITIONAL NURSING STUDENT COHORT TRENDS



### ACCELERATED NURSING STUDENT COHORT TRENDS



### TRADITIONAL PROGRAM GRADUATION RATE

Academic Year 2022-23

93%

### ACCELERATED PROGRAM GRADUATION RATE

Academic Year 2023-24

96%

### THREE-YEAR AVERAGE NCLEX PASS RATE (2021-23)

99%

### UNC SYSTEM NURSING PROGRAM EXPANSION GRANT AWARD

## \$2.47 MILLION

- **Goal:** Double enrollment
- **Timeline:** 4 years
- **Resources:** Faculty, simulation lab equipment, student success supports



# Appalachian State University

Boone, North Carolina

## PRELICENSURE NURSING PROFILE

MAX CAPACITY

150

Enrollment as Percentage  
of Max Capacity

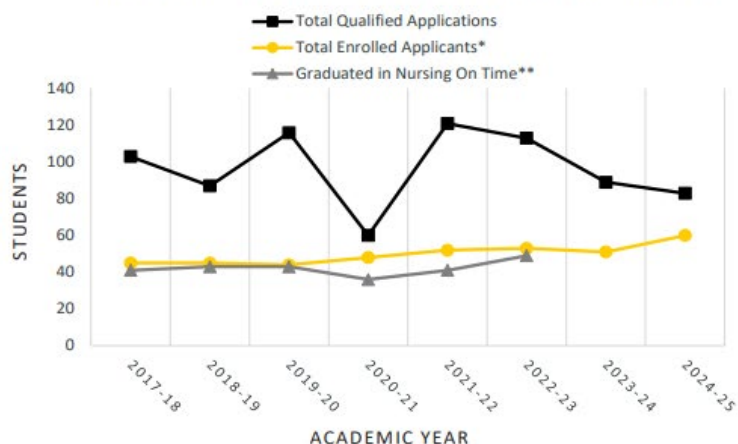
74%

RESIDENT TUITION

\$4,242



### TRADITIONAL NURSING STUDENT COHORT TRENDS



### TRADITIONAL PROGRAM GRADUATION RATE

Academic Year 2022-23

92%

### THREE-YEAR AVERAGE NCLEX PASS RATE (2021-23)

97%

### UNC SYSTEM NURSING PROGRAM EXPANSION GRANT AWARD

**\$2.194 MILLION**

- **Goal:** 60% enrollment increase
- **Timeline:** 2 years
- **Resources:** Faculty, student support specialist, nursing professor endowment



# North Carolina Agricultural and Technical State University

Greensboro, North Carolina

## PRELICENSURE NURSING PROFILE

MAX CAPACITY

180

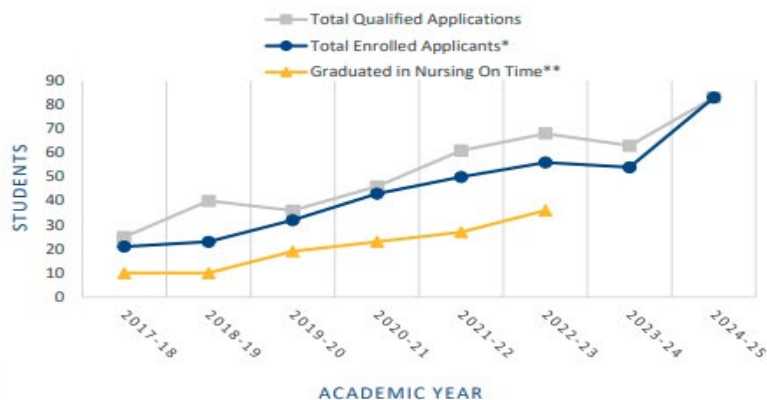
Enrollment as Percentage  
of Max Capacity

88%

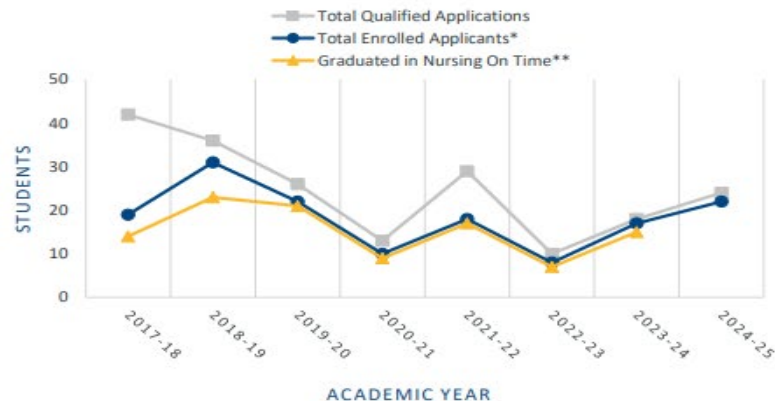
RESIDENT TUITION

\$3,540

### TRADITIONAL NURSING STUDENT COHORT TRENDS



### ACCELERATED NURSING STUDENT COHORT TRENDS



### TRADITIONAL PROGRAM GRADUATION RATE

Academic Year 2022-23

64%

### ACCELERATED PROGRAM GRADUATION RATE

Academic Year 2023-24

88%

### THREE-YEAR AVERAGE NCLEX PASS RATE (2021-23)

80%

### UNC SYSTEM NURSING PROGRAM EXPANSION GRANT AWARD

## \$2.36 MILLION

- **Goal:** 10% annual enrollment increase until max enrollment is achieved
- **Timeline:** 2 years
- **Resources:** Academic supports for pre-nursing and nursing students to improve on-time graduation rates, mobile clinic and simulation lab.



# University of North Carolina at Chapel Hill

Chapel Hill, North Carolina

## PRELICENSURE NURSING PROFILE

MAX CAPACITY

380

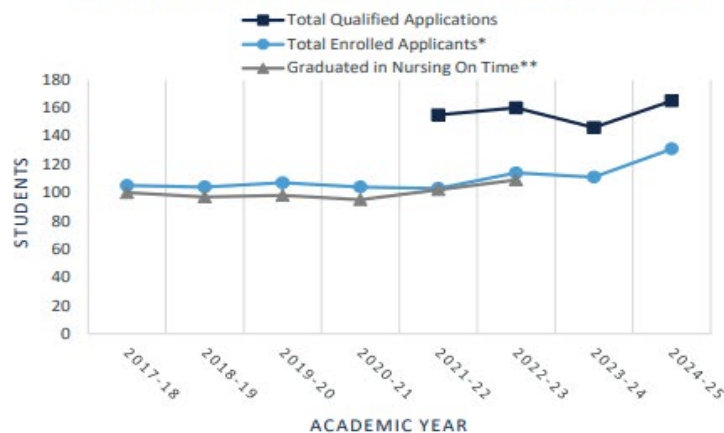
Enrollment as Percentage of Max Capacity

88%

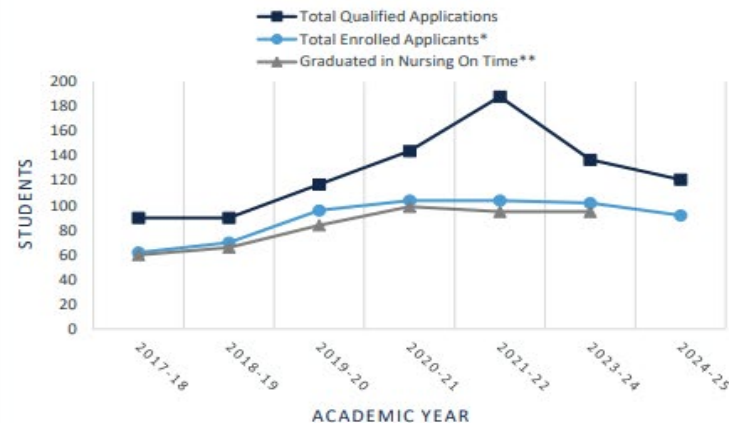
RESIDENT TUITION

\$7,019

### TRADITIONAL NURSING STUDENT COHORT TRENDS



### ACCELERATED NURSING STUDENT COHORT TRENDS



### TRADITIONAL PROGRAM GRADUATION RATE

Academic Year 2022-23

96%

### ACCELERATED PROGRAM GRADUATION RATE

Academic Year 2023-24

93%

### THREE-YEAR AVERAGE NCLEX PASS RATE (2021-23)

99%

### UNC SYSTEM NURSING PROGRAM EXPANSION GRANT AWARD

**\$2.69 MILLION**

- **Goal:** 20% enrollment increase
- **Timeline:** 3 years
- **Resources:** Faculty, simulation lab equipment, preceptor stipends





# East Carolina University

Greenville, North Carolina

## PRELICENSURE NURSING PROFILE

MAX CAPACITY

575

Enrollment as Percentage  
of Max Capacity

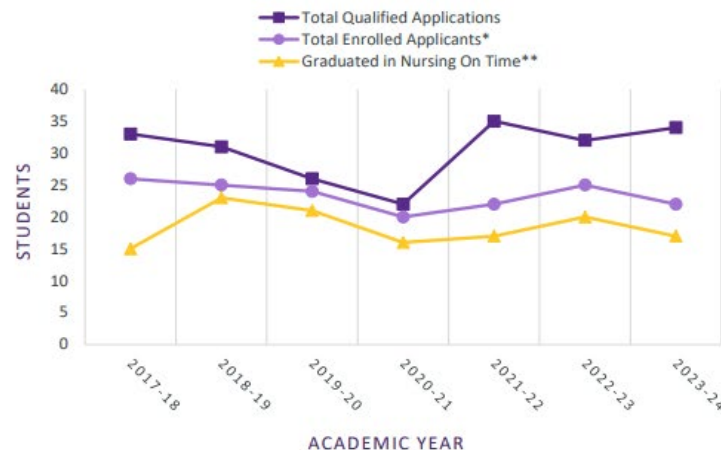
88%

RESIDENT TUITION

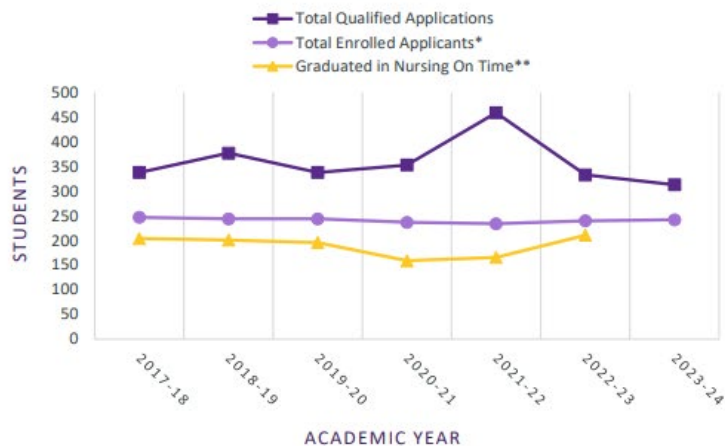
\$4,452



## ACCELERATED NURSING STUDENT COHORT TRENDS



## TRADITIONAL NURSING STUDENT COHORT TRENDS



## TRADITIONAL PROGRAM GRADUATION RATE

Academic Year 2022-23

88%

## ACCELERATED PROGRAM GRADUATION RATE

Academic Year 2023-24

77%

## THREE-YEAR AVERAGE NCLEX PASS RATE (2021-23)

96%

## UNC SYSTEM NURSING PROGRAM EXPANSION GRANT AWARD

# \$3 MILLION

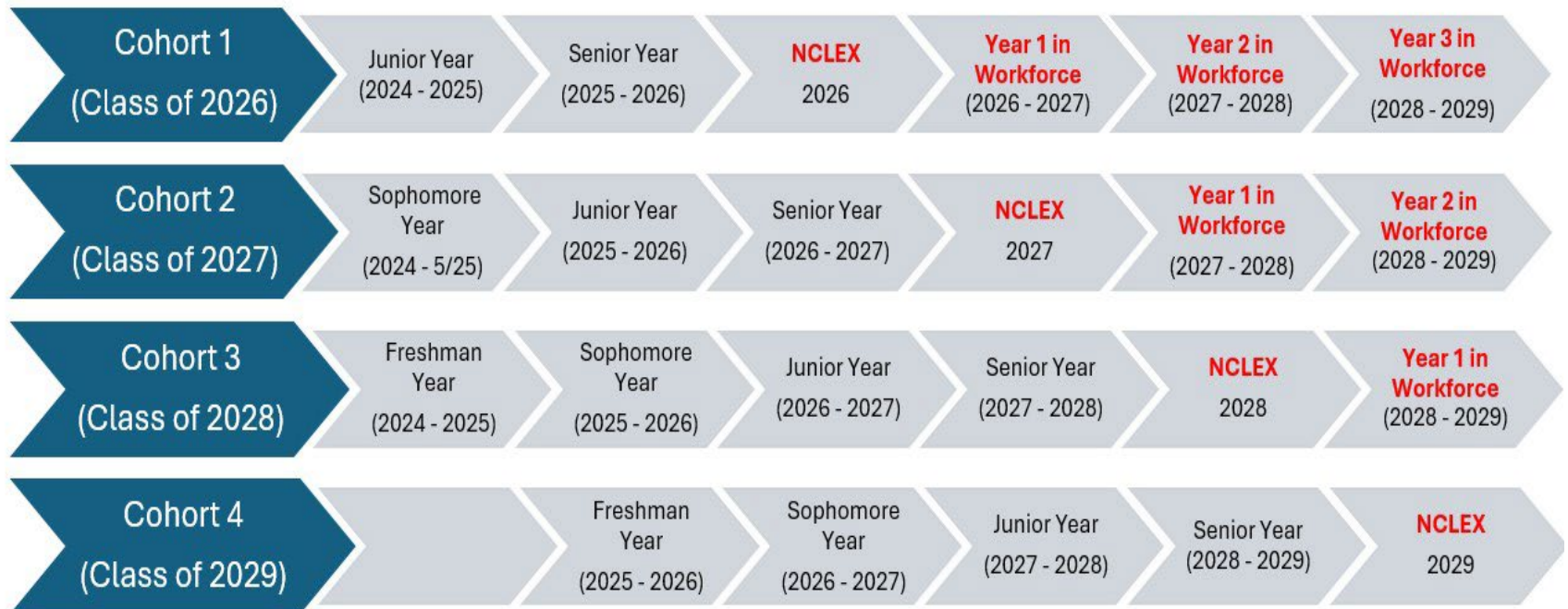
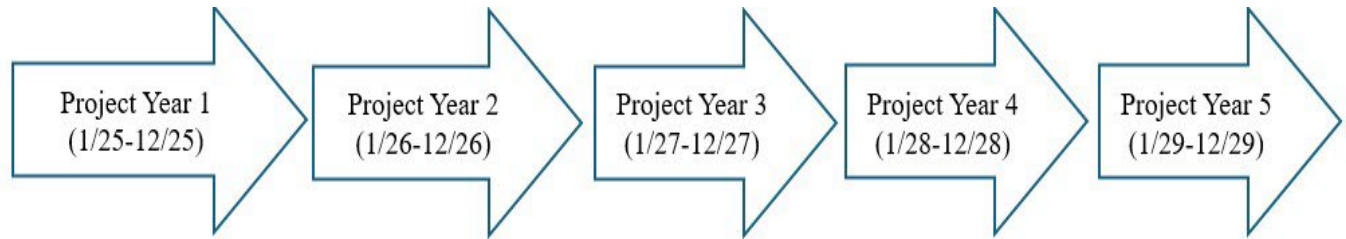
- **Goal:** Expand accelerated nursing program by 16 students, launch accelerated medic-BSN program
- **Timeline:** 3 years



# Sheps Center Nursing Program Evaluation

---

- **Timeline: January 2025 – December 2029**
- Evaluation will measure impact of expansion grants and NC nursing workforce retention
- ROI evaluation will include following metrics:
  - Enrollment, attrition, and program graduates
  - Faculty vacancy rates, student supports
  - Use of simulation lab space by course
  - Clinical placements
  - Program pathways





**THE UNIVERSITY OF  
NORTH CAROLINA SYSTEM**



**THE UNIVERSITY OF  
NORTH CAROLINA SYSTEM**

# **UNC SYSTEM RURAL RESIDENCY AND MEDICAL EDUCATION TRAINING FUND**

Katherine Martin

January 29, 2025



# Problem: Not Enough Doctors in Rural North Carolina

## Class of 2018 Outcomes: Retention in Primary Care

Figure 1 shows the number of 2018 North Carolina medical graduates in primary care.

**Figure 1: Retention of 2018 NC Medical Graduates in NC Rural Primary Care Five Years After Graduating**

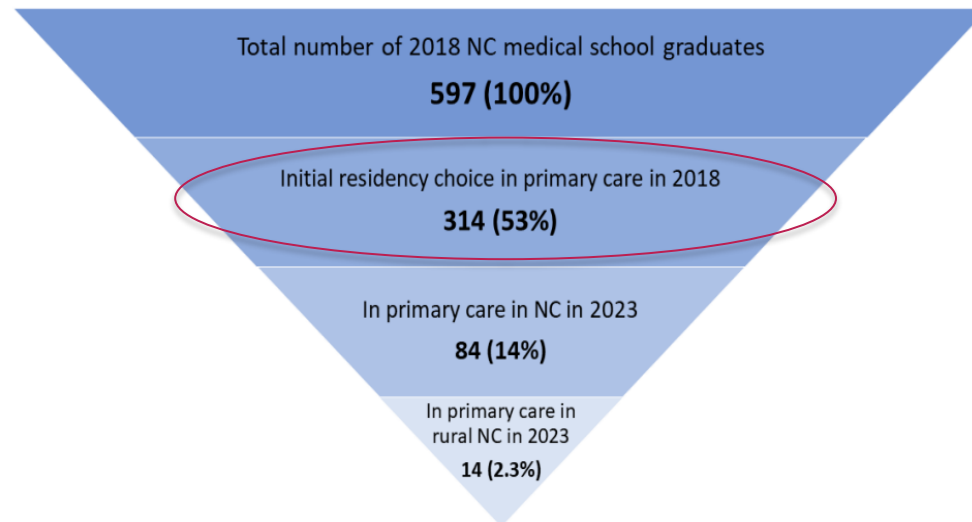


Figure 1: Produced by the Program on Health Workforce Research and Policy, Sheps Center for Health Services Research, University of North Carolina at Chapel Hill. Source: North Carolina Health Professions Data System with data derived from the NC Medical Board and the respective medical schools, 2023. Rural source: US Census Bureau and Office of Management and Budget, July 2023. "Core Based Statistical Area" (CBSA) is the OMB's collective term for Metropolitan and Micropolitan Statistical areas. Here, nonmetropolitan counties include micropolitan and counties outside of CBSAs.

# Solution: UNC System Rural Residency Fund

---

- **FY 2023-25 Total Appropriation: \$23.5 million**
- **Purpose of fund:**
  - Expand or establish new rural residency training programs across ECU Health and UNC Health for the following specialties:

<b>Family Medicine</b>	<b>Pediatrics</b>	<b>Psychiatry</b>
<b>Internal Medicine</b>	<b>General Surgery</b>	<b>OBGYN</b>

# Fund Allocations across FY 2023-25 Biennium

---

<b>ECU School of Medicine</b>	<b>\$8.92 million</b>
<b>UNC School of Medicine</b>	<b>\$13.38 million</b>
<b>UNC Sheps Center</b>	<b>\$1.2 million</b>

# NC Landscape: Residency Training Programs

---

- **North Carolina Landscape:**
  - 70 residency programs that represent 6 high-need specialties
    - 10 programs – 50% or greater resident training time in a rural site.
- Physicians are more likely to practice in a rural health care setting if they complete a significant portion of their residency training in a rural area.

# ECU and UNC Rural Residency Training Highlights

---

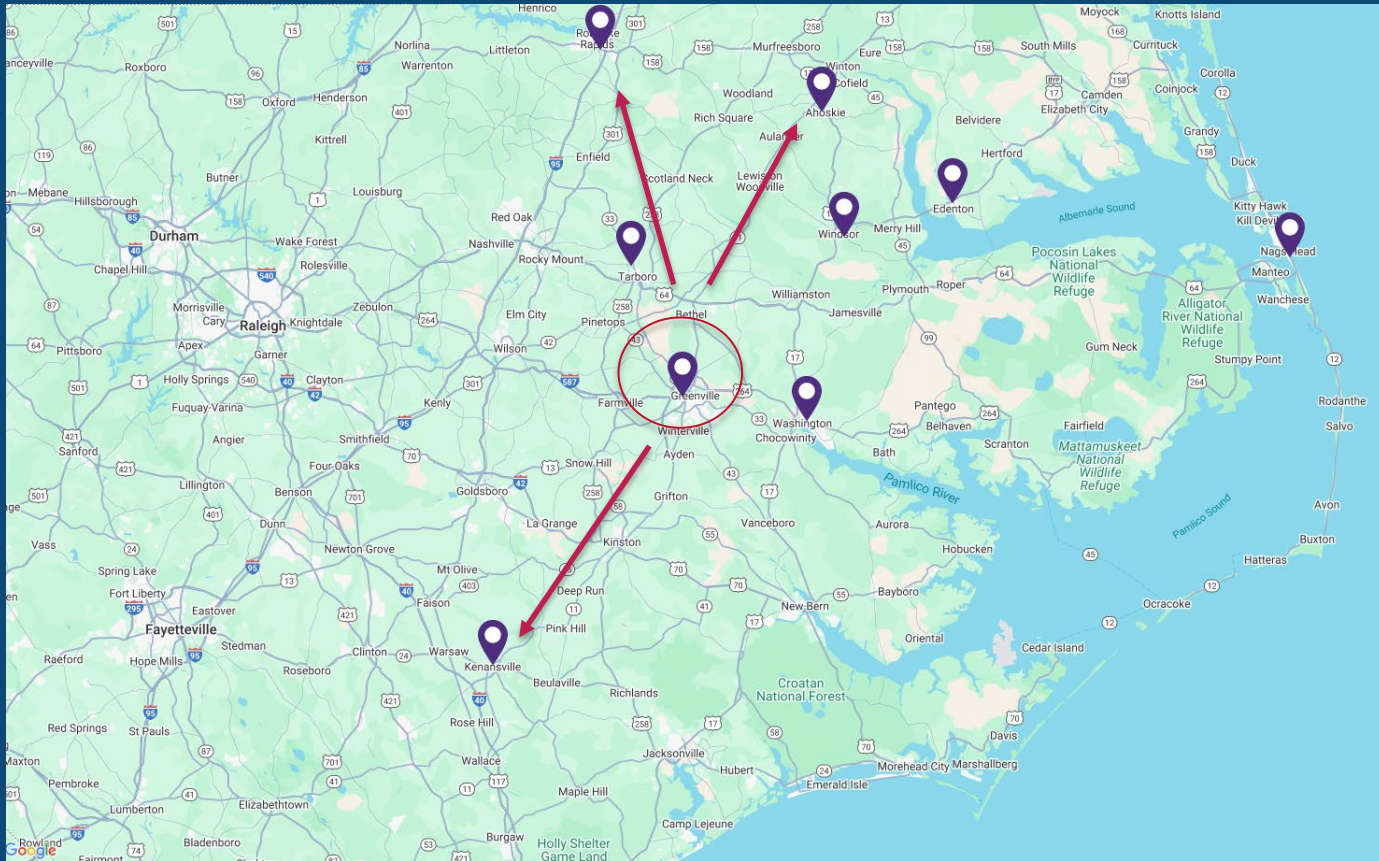
## UNC SOM+UNC Health

- **FIRST program (est. 2015)**
  - 3-year medical school
  - 3-year rural residency
  - 3-year rural placement
- **Rural Training Track Program: (est. 2011)**
  - UNC Chatham Hospital partnership with Prospect Hill and Siler City community health centers.

## ECU SOM+ ECU Health

- **Rural Family Medicine Training Program (est. 2021)**

# ECU Health 1+2 Model



# Rural Residency Fund Parameters

---

- Establish new or expand rural training programs for 6 high-need physician specialties.
- \$750,000 max for program start-up costs.
- \$175,000 limit per-resident (salaries, benefits, travel, housing).
- 30% of resident training must be completed in a **defined rural area**.

# Rural Residency Fund Flexibility

---

- Encourages faster development of more rural training opportunities.
  - Federal GME funding for rural track programs requires at least 51% of training to be in rural counties.
  - It can be difficult for programs to meet this requirement.
  - Rural rotations can be a catalyst to more rural training programs.
  - Programs can be sustained by state GME dollars if 30% of resident training is in rural census tracts.
- Funds can be sustained by federal GME
  - ECU or UNC Health can use UNC Rural Residency funds for seed funding to start new programs.
  - Programs can be sustained by federal GME dollars if 51% of resident training is in a rural counties.
- Supports health care settings not eligible or receive low federal GME funds.
  - Critical Access Hospitals
  - Sole Community Hospitals
  - Community Health Centers
- Combination of state funds and federal GME reforms can expedite rural training capacity
  - CAA 2021: Section 127 “separate accreditation” rule simplifies rural training planning process.



Hospital Name	Specialties Trained	FORHP Rural **	CMS Rural County
UNC Hospitals	FM, IM, OB/GYN, Peds, Psych, Surgery	No	No (Metro)
UNC Health Pardee (Hendersonville)	FM	No	No (Metro)
UNC Health Lenoir (Kinston)*	None	Yes	Yes (Micro)
UNC Health Caldwell (Lenoir)*	None	No	No (Metro)
Onslow Memorial Hospital (Jacksonville)*	None	No	No (Metro)
UNC Health Southeastern (Lumberton)	FM, IM	Yes	Yes (Micro)
UNC Health Appalachian/Watauga Medical Center (Boone)	FM	Yes	Yes (Micro)
UNC Health Rockingham (Eden)*	None	Yes	No (Metro)
UNC Heath Wayne (Goldsboro)*	None	No	No (Metro)
UNC Health Blue Ridge (Morganton, Valdese)	IM	No	No (Metro)
UNC Health Johnston (Smithfield, Clayton)*	None	Yes	No (Metro)
UNC Health Rex (Raleigh)*	None	No	No (Metro)
UNC Health Nash (Rocky Mount)*	None	No	No (Metro)
UNC Health Chatham (Siler City)*	FM	Yes	No (Metro)
UNC Health Appalachian/Cannon Memorial Hospital (Linville)*	Psych (not open)	Yes	Yes

\*Never claimer hospital

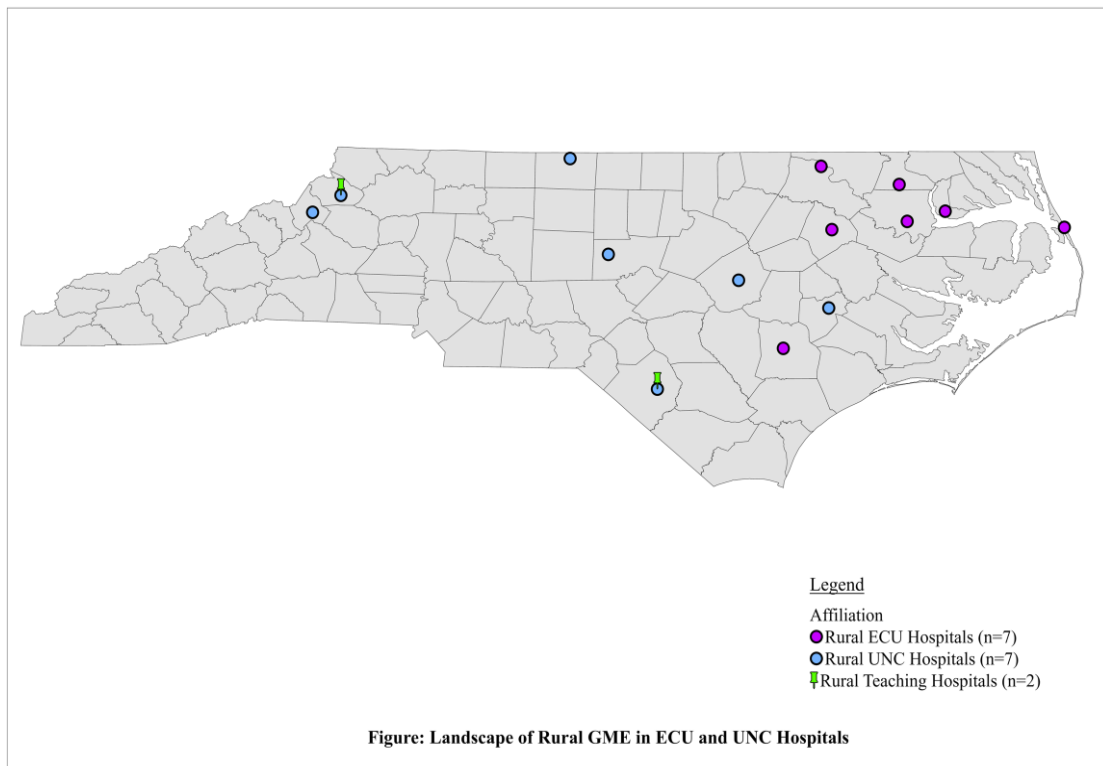
\*\*Located in county with FORHP rural census tracts

Hospital Name	Specialties Trained	FORHP Rural County**	CMS Rural County
ECU Health Medical Center (Greenville)	FM, IM, OB/GYN, Peds, Psych, Surgery	No	No
ECU Health Medical Center/Beaufort Hospital (Washington)	Psych	Yes	Yes (Micro)
ECU Health Roanoke-Chowan Hospital (Ahoskie)*	FM	Yes	Yes
ECU Health Edgecombe Hospital (Tarboro)*	None	Yes	No (Metro)
ECU Health Duplin Hospital (Kenansville)*	FM	Yes	Yes
ECU Health North Hospital (Roanoke Rapids)*	FM	Yes	Yes (Micro)
ECU Health Bertie Hospital (Windsor)*	None	Yes	Yes
ECU Health Chowan Hospital (Edenton)*	None	Yes	Yes
Outer Banks Health Hospital (Nags Head)*	None	Yes	Yes (Micro)

\*Never claimer hospital

\*\*Located in county with FORHP rural census tracts

# Landscape of Rural GME in ECU and UNC Hospitals



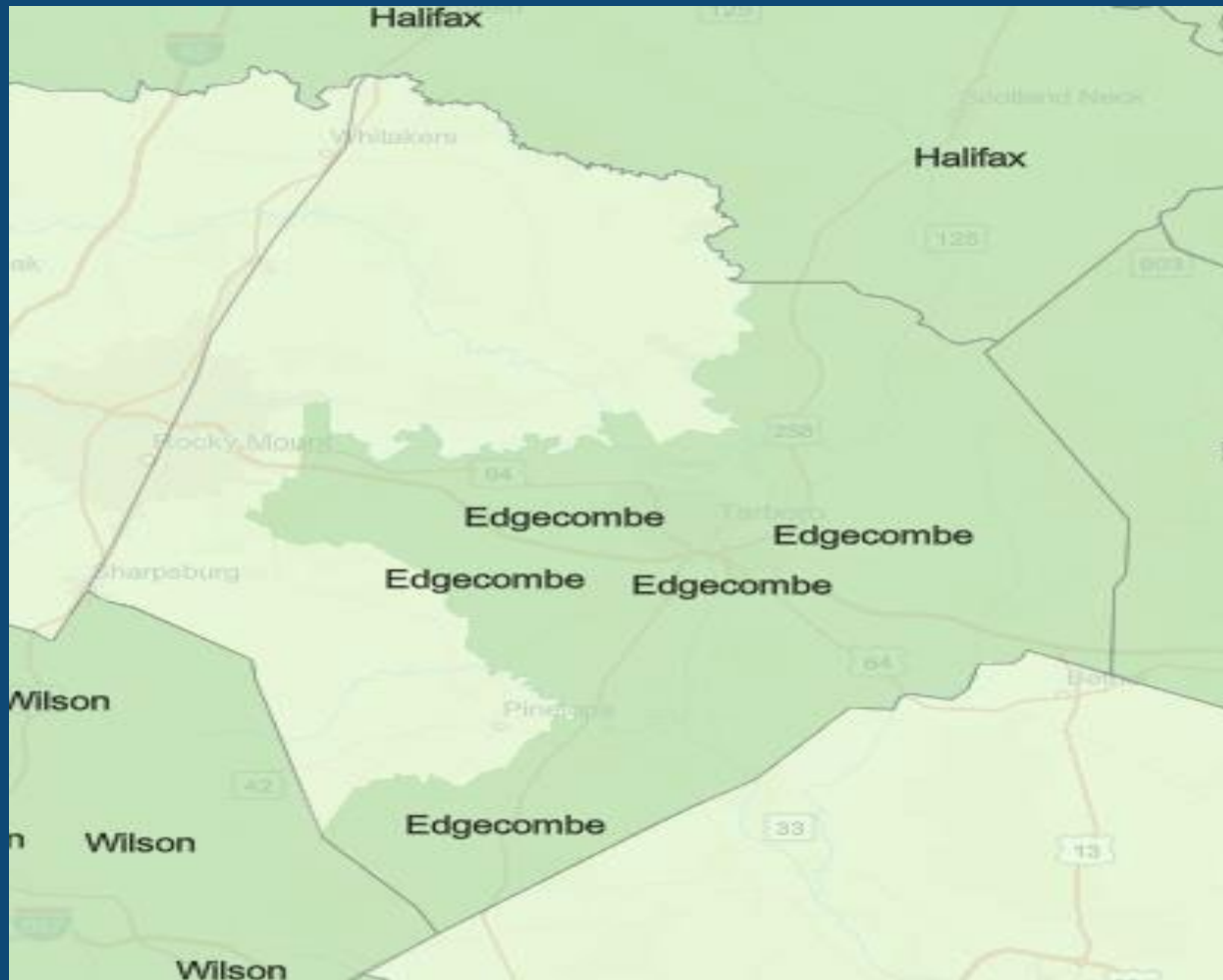
# UNC Health Rural Training Opportunity: Chatham County

---



# ECU Health Rural Training Opportunity: Edgecombe County

---



# Rural Residency Fund: Reporting Requirements

---

- Annual reporting requirements will capture baseline data, incremental progress on expansion by residency program, and bring transparency to GME financing across ECU and UNC Health:
  - Baseline number of residents in existing rural residency programs.
  - Total number of additional residents to be funded for new or expanded rural residency programs.
  - Name of residency program, location, and number of residents sponsored for new or expanding residency programs.
  - Program training sites and percentage training time projected or spent at each site.
  - Recruitment characteristics for incoming residents.
  - Report on graduate outcomes.

THANK YOU

**AGENDA ITEM**

A-3. Update on Implementation of Section 400.3.4 of the UNC Policy Manual,  
*Policy on Faculty Workload* .....Daniel Harrison

**Situation:** Adopted in July 2023, Section 400.3.4 of the UNC Policy Manual, *Policy on Faculty Workload*, and its implementing regulations require each full-time faculty member in the UNC System to have a workload plan that contains components of teaching, research/creative activity, and service, which together equal the equivalent of 24 semester credit hours taught each academic year. Within that framework, the policy also required institutions to develop their own policies regarding faculty workload.

**Background:** Institutions were required to have faculty workload policies in place by the beginning of the 2024-25 academic year and to have faculty workload plans in place by January 1, 2025. Each constituent institution submitted procedures for developing, evaluating, and amending faculty workload plans that staff reviewed and determined complied with the System's policy.

Approximately 99% of System faculty required to have a workload plan had one on or before January 1, 2025. Of those faculty required to have a workload plan who do not yet, the most common reason is being on Family and Medical Leave Act (FMLA) leave or otherwise being on an extended leave of absence.

**Assessment:** This is the first report regarding faculty workload under the new policy. Staff will present annual updates each January.

**Action:** This item is for discussion only.



**AGENDA ITEM**

A-4. Update on Implementation of Section 400.1 of the UNC Policy Manual,  
*Policy on Academic Program Planning* .....Daniel Harrison

**Situation:** In May 2024, the Board revised Section 400.1 of the UNC Policy Manual, *Policy on Academic Program Planning*, to ensure that student return on investment and alignment with state workforce needs were foregrounded in the review process for existing academic programs and in the application process for new program proposals.

**Background:** The Board's new policy did four major things. First, it created a requirement that institutions review each academic program under a set of prescribed metrics at least once every seven years. Second, it gave additional clarity on what the Board expects staff to present in the biennial Program Productivity Report. Third, it requires the UNC System Office to undertake a state workforce needs survey and report on the alignment between those needs and the UNC System's program inventory every two years. Finally, it gives more clarity on what metrics around student return on investment and workforce needs alignment the Board will use to consider new program proposals.

Under the authority of the Board's new policy, UNC System Office staff have drafted new program review procedures for institutions and institutions have developed or revised existing procedures for reviewing their program inventory. Staff will review those procedures and preview the Program Productivity Report, which will be delivered in April.

**Assessment:** In April 2025, staff will present the Program Productivity Report to the Board.

**Action:** This item is for discussion only.



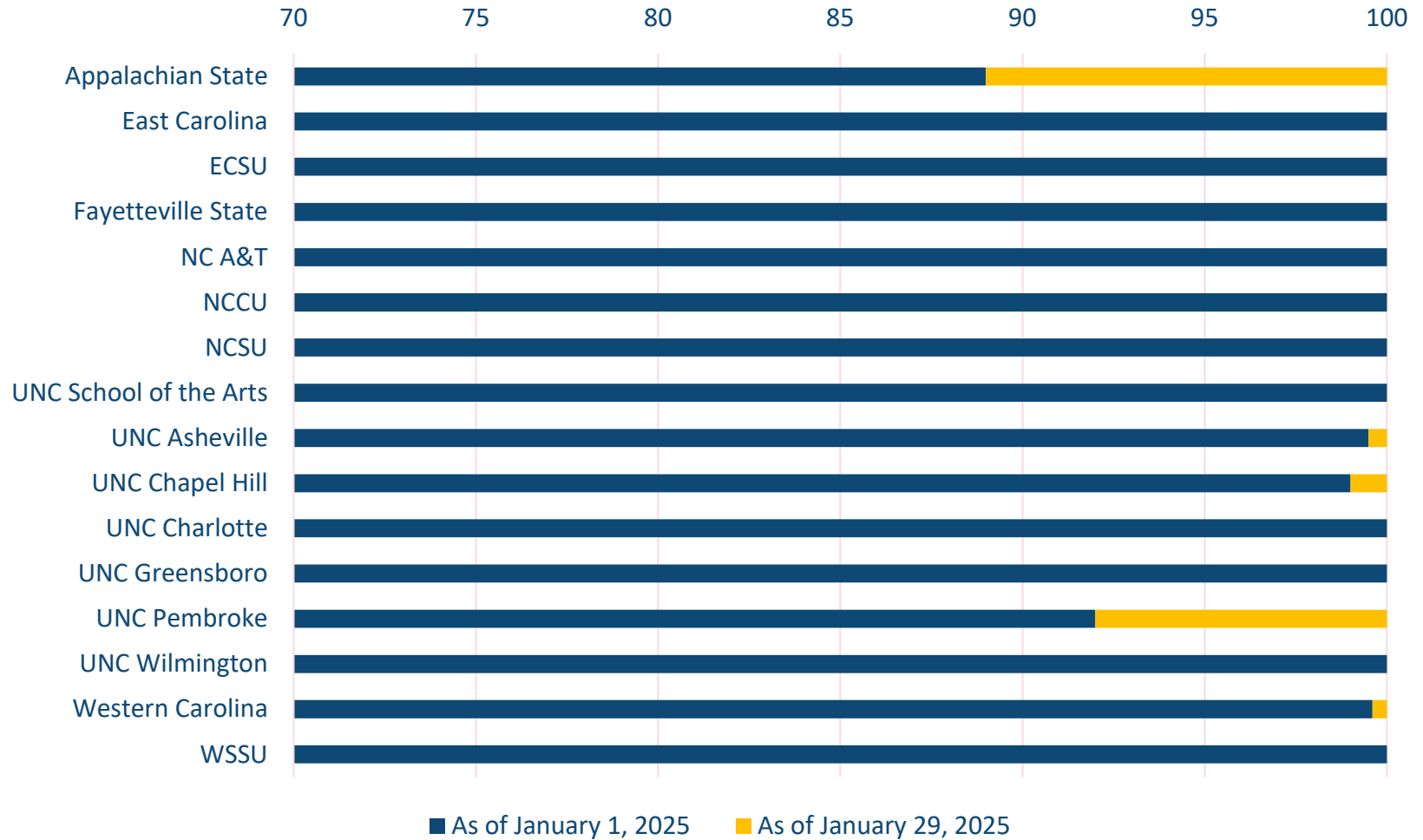
# **FACULTY WORKLOAD PLANS FOR UNC SYSTEM INSTITUTIONS**

# NEW WORKLOAD POLICY

---

- Applicability: All full-time faculty who are not on another performance plan system.
- Metrics: Categories of teaching, research/creative activity, and service. All work tied to a 24-credit hour per year baseline.
- Deadlines: June 30, 2024 for institutional faculty workload policies. January 1, 2025 for faculty workload plans to be in place.
- Report outs: Yearly in September to trustees, yearly in January to the Board of Governors.

# FACULTY WORKLOAD PLAN COMPLETION RATE





# **ACADEMIC PROGRAMS RETURN-ON- INVESTMENT**

# NEW PROGRAM REVIEW POLICY

---

- Four major new reforms:
  - Institutional program review requirements
    - **Update:** 16/16 policies implemented by January 1, 2025 deadline
  - Increased ROI focus for new program applications
    - **Update:** Regulation and user manual drafted and out for campus comment. Calculations for (1) ROI to students, (2) state workforce needs alignment, (3) degree premium, and (4) student demand. Projected implementation February 2025.
  - Program Productivity Review – to the Board April 2025
  - State Workforce Needs Survey – to the Board April 2026

# PROGRAM PRODUCTIVITY REVIEW

---

- Board requires report to include:
  - Student demand
  - Credentials produced
  - Post-graduation employment, earnings, and ROI
    - Deloitte study and plans for previously identified low-ROI programs.



**THE UNIVERSITY OF  
NORTH CAROLINA SYSTEM**



## AGENDA ITEM

A-4. Update on Implementation of Section 400.1 of the UNC Policy Manual,  
*Policy on Academic Program Planning* .....Daniel Harrison

**Situation:** In May 2024, the Board revised Section 400.1 of the UNC Policy Manual, *Policy on Academic Program Planning*, to ensure that student return on investment and alignment with state workforce needs were foregrounded in the review process for existing academic programs and in the application process for new program proposals.

**Background:** The Board's new policy did four major things. First, it created a requirement that institutions review each academic program under a set of prescribed metrics at least once every seven years. Second, it gave additional clarity on what the Board expects staff to present in the biennial Program Productivity Report. Third, it requires the UNC System Office to undertake a state workforce needs survey and report on the alignment between those needs and the UNC System's program inventory every two years. Finally, it gives more clarity on what metrics around student return on investment and workforce needs alignment the Board will use to consider new program proposals.

Under the authority of the Board's new policy, UNC System Office staff have drafted new program review procedures for institutions and institutions have developed or revised existing procedures for reviewing their program inventory. Staff will review those procedures and preview the Program Productivity Report, which will be delivered in April.

**Assessment:** In April 2025, staff will present the Program Productivity Report to the Board. A PowerPoint presentation to come.

**Action:** This item is for discussion only.

## AGENDA ITEM

A-5. UNC Board of Governors Resolution on Literacy in Teacher Preparation,  
Compliance Results December 2024..... Shun Robertson and Ashton Clemmons

**Situation:** In its September 2024 meeting, the committee received the results of a third UNC Systemwide review of teacher preparation in early literacy. The review found that seven programs were fully responsive to feedback from external reviewers and that additional action was necessary for seven programs. In response, the Board directed the seven programs to achieve full compliance by December 1, 2024. The Board will receive a summary report on the compliance achieved by educator preparation programs in response to the July 2024 feedback.

**Background:** The Board of Governors' Resolution on Teacher Preparation (April 17, 2020) called on the System to develop and adopt a common framework for literacy based on the science of reading that all educator preparation programs in the UNC System would adopt. With the 2021 passage of the Excellent Public Schools Act, state statute also requires teacher preparation programs to provide training to teaching candidates in elementary and special education-general curriculum programs that includes coursework in the science of reading.

In S.L. 2021-180, the Board and the UNC System Office were charged with contracting with an external evaluator to conduct a baseline review of the implementation of the science of reading into elementary and special education-general curriculum teacher education programs across public and independent universities. The resulting report was presented to the Board in January 2023 and submitted to the General Assembly on February 15, 2023. In response, the Board passed a resolution calling on all educator preparation programs rated "good" or below to address areas in need of improvement and submit evidence of changes made by July 1, 2023. The UNC System Office contracted with a team of external experts from two universities, led by Dr. Emily Solari from the University of Virginia's School of Education and Human Development, to assess the evidence submitted by each educator preparation program on or before July 1. Findings of the review team were presented to the Board on September 13, 2023, at which time the Board passed an additional resolution to continue addressing outstanding feedback and resubmit materials by July 1, 2024. The September 11, 2024, report showed seven programs were fully responsive while seven still needed work. The BOG directed full compliance by December 1, 2024. The UNC System Office maintained the same review team, led by Dr. Solari, for the 2024 review cycle.

**Assessment:** The committee will hear a presentation on the results of its September 2024 directive.

**Action:** This item is for information only.



**THE UNIVERSITY OF  
NORTH CAROLINA SYSTEM**

# **NC BOARD OF GOVERNORS RESOLUTION ON LITERACY IN TEACHER PREPARATION: COMPLIANCE RESULTS DECEMBER 2024**

UNC Board of Governors

Committee on Educational Planning, Policies, and Programs

January 2025

# TIMELINE

---

- **The UNC Board of Governors** committed to ensuring the foundation of our literacy instruction is the Science of Reading **8 years ago**
- **January 2023:** BOG and President directed initial review of literacy instruction for 14 institutions in response to the TPI review
- **July 2023:** Initial reviews completed with *specific* recommendations provided to each institution
- **September 2023:** Board receives a report from the review team and calls on programs to implement recommendations by July 1, 2024
- **July 2024:** Resubmission of materials and re-review
- **September 2024:**
  - **Seven** institutions *fully responsive* to recommendations
  - **Four** institutions *responsive with minor revisions needed*
  - **Three** institutions *significant revisions needed*

# Response Action Steps

---

- Deadline for Compliance: December 1, 2024
- Establish Resubmission Timelines
  - Ensure time for resubmission before deadline if needed
- Immediate Calls with Teams at Each Institution – Defined Items Needed for Resubmission and Action Steps
  - At least monthly update call
- Visits Scheduled for Each Institution
  - Literacy observations and discussion with literacy teams
- Connected Teams with Reviewer Consultants for Additional Support as Requested
  - UNC Pembroke, WSSU, and ECSU utilized

# Response Action Steps

---

- First Resubmissions by October 1
  - Fully responsive: WCU, ECU, and UNC-Chapel Hill
  - Minor revisions needed: ECSU, UNC Pembroke, UNC Asheville
  - Major revisions needed: WSSU
- Second Resubmission by November 1 (adjustment for UNC Asheville after storm)
  - November 18 - All four institutions fully responsive!

# Notable Revisions

---

- “Addition of evidence-based materials across courses. These updated texts and readings included those focusing on foundational literacy skills, language development, and supporting diverse learners.”
- “Scope and sequence of coursework was corrected to ensure that teacher candidates are enrolled in a comprehensive literacy methods sequence.”
- “Programs added coursework specific to the assessment of early literacy for foundational skills, utilizing literacy assessments aligned to the scientific evidence based for teaching early reading.”



# Conclusions

---

“The current review cycle revealed encouraging progress for EPPs across the System. All seven programs that were required to make modifications to course offering and materials after the July 2024 review cycle were fully responsive. The EPPs should be commended for their efforts to align course syllabi and materials to the scientific evidence base for teaching early reading and writing. Since the 2023 review, all 14 EPPs have put in a significant amount of work to revise and improve course offerings.”

# Next Steps

---

- Recommendations from Reviewers:
  - Continued professional development in early literacy
  - Support for literacy coursework implementation
  - Continual review of resources for high-quality materials
  - Incorporation of high-quality field experiences across elementary and special education programs
- UNC System Office Work:
  - Distinguished professors of early literacy convening – Dec. 2024
  - Early literacy faculty learning community
  - Continued visits to literacy courses with feedback

QUESTIONS?

THANK YOU

## AGENDA ITEM

- A-6. The Importance of Research for the UNC System ..... David English  
Chancellor Philip G. Rogers, East Carolina University  
Chancellor James R. Martin II, North Carolina Agricultural and Technical State University  
Chancellor Sharon L. Gaber, University of North Carolina at Charlotte

**Situation:** University research plays a critical role in advancing knowledge, fostering innovation, and driving economic and societal progress. For the UNC System, research activities are essential for maintaining institutional competitiveness, securing funding, and addressing regional and global challenges. This panel discussion will highlight the strategic importance of research within the UNC System and its contributions to the state and beyond.

**Background:** UNC System institutions are nationally recognized for their research excellence, with substantial investments in areas such as health sciences, engineering, and technology, as well as arts and sciences. Research activities generate significant economic impact through innovation, job creation, and industry partnerships, while also enhancing educational experiences for students. East Carolina University, UNC Charlotte, and North Carolina A&T State University exemplify this impact through their diverse research portfolios and collaborative efforts.

In recent years, federal and state funding for university research has grown increasingly competitive, necessitating a strategic approach to aligning institutional priorities with funding opportunities. Additionally, fostering interdisciplinary and interinstitutional collaboration within the UNC System has proved to be a powerful approach to addressing complex societal challenges.

**Assessment:** The panel discussion will provide insights from the chancellors of East Carolina University, UNC Charlotte, and North Carolina A&T State University, focusing on:

- Key research strengths and strategic priorities of their institutions
- Collaborative efforts within the UNC System and with external partners.
- Challenges and opportunities in securing research funding and translating discoveries into real-world impact
- The broader role of university research in fostering innovation, economic growth, and addressing societal needs

This discussion aims to inform and engage committee members on the current landscape of university research and its critical importance for the UNC System.

**Action:** This item is for discussion only.