





# SETTING SYSTEM GOALS FOR EXCELLENT AND DIVERSE INSTITUTIONS

October 13, 2016

# Meeting Purpose, Overview, & Deliverables

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**Purpose:** Discuss BOG EDI draft goals.

## **Overview:**

- Update on Strategic Planning Process
- Recap Prior Meetings/Discussions
- Discuss each Goal
- Next Steps

## **Deliverables:**

1. Agree on 2-3 goals.
2. Agree on metric for each goal.

*Agreement on specific targets are not necessary at this time.*





# UPDATE ON STRATEGIC PLANNING PROCESS

# Common Framework

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Four basic typologies for a measurable goal:

- 1. A topical area:** What aspect of the issue will the strategic goal focus on?
- 2. A goal:** What is the broad outcome that the system should be pushing for?
- 3. A metric:** What is the quantity we will measure to judge progress on the broad goal?
- 4. A target:** What change in the metric, and in what time frame, will we consider a success?

# After Today We Need to:

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- Affirm our Topical Areas
- Identify one Goal for each Topical Area
- Identify Metric for each Goal

We do NOT need to set specific targets yet.



# RECAP

# *Definition of Excellent and Diverse Institutions*

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Institutions that, both individually and collectively as a system, are distinct and mission-focused; high-performing; and committed to the fullest development of all students, faculty, and staff.





# Original EDI Topical Areas

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- Maintaining quality and striving for excellence
- Finding and keeping an excellent, diverse workforce
- Leveraging distinct missions
- Creating successful teaching, learning, and research environments



# From September to Now:

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- Chose to focus on employee engagement and retention (vs. recruitment, development) to ensure foundational human resources capabilities will be strengthened across the system.
- Retained a focus on excellence and aspirational achievement (vs. quality standards met through accreditation) that could include teaching, research, and/or service (i.e. “areas of distinction”).
- Discussed addition of a goal related to UNC’s minority-serving institutions.





# DRAFT GOALS WITH METRICS

# Draft Goals with Metrics for Review/Discussion

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## **“Areas of distinction”**

*The University’s constituent institutions will collectively strengthen the reputation and accomplishments of the UNC system by each identifying a mission-focused “area of distinction” and pursue the academic endeavors needed to position them for significant recognition in that area within the next five years.*

## **Human Capital**

*The University will systematically measure the engagement and retention of faculty and staff, working over the next five years to achieve continuous improvements at all institutions and, where needed, to increase those measures to national averages.*

## **Minority-serving Institutions (MSIs)**

*The University of North Carolina will support its minority-serving institutions in their evidence-based efforts to develop, expand, and market high-quality, high-demand programs that increase student success and completion over the next five years.*



# Draft EDI Goal – “Areas of Distinction”

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*The University’s constituent institutions will collectively strengthen the reputation and accomplishments of the UNC system by each identifying a mission-focused “area of distinction” and pursue the academic endeavors needed to position them for significant recognition in that area within the next five years.*

**Topical Area:** UNC should leverage the distinct missions of its institutions towards achieving systemwide excellence.

**Goal:** Identify and achieve in “areas of distinction.”

**Metrics:** Each institution identifies area of distinction (toggle)  
Each institution defines baseline (in terms of target).

**Targets:** Will vary.



# Draft EDI Goal – Human Capital

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*The University of North Carolina will systematically measure the engagement and retention of faculty and staff, working over the next five years to achieve continuous improvements at all institutions and meet or exceed any relevant external benchmarks.*

**Topical Area:** UNC must recruit, develop, and retain an excellent, diverse workforce.

**Goal:** Improve employee satisfaction and retention.

**Metrics:** Employee engagement metrics  
Turnover metrics

*Appropriate collection instruments must be identified and implemented.*

**Targets:** Will vary.



# Draft EDI Goal - MSIs

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*The University of North Carolina will support its minority-serving institutions in their evidence-based efforts to develop, expand, and market high-quality, high-demand programs that increase student success and completion over the next five years.*

**Topical Area:** UNC should provide focused support for MSIs in recognition of their distinct contributions to NC.

**Goal:** Enhance the market competitiveness of MSIs.

**Metrics:** Each MSI identifies program of focus (toggle)  
Each institution defines baseline student success and/or completion metric to be affected (in terms of target)

**Targets:** Will vary.





# NEXT STEPS



# Next Steps

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- Consider Stakeholder Feedback
  - Survey Results
  - Campus Forums
  - Feedback from Legislators
  - Comments from Fellow Board Members
- Strategic Planning Committee Review & Discussion
- Analysis of Data and Trends to Inform Potential Targets



# Stakeholder Input as of Monday October 10<sup>th</sup>

Over 2,000 total responses  
2 responses from Legislators

