





SETTING SYSTEM GOALS FOR EXCELLENT AND DIVERSE INSTITUTIONS

September 8, 2016

Meeting Purpose, Overview, & Deliverables

Purpose: Approve definition and discuss draft goals.

Overview:

- Recap July meeting
- Vote to approve “Excellent and Diverse Institutions” (EDI) definition
- Update on Strategic Planning Process
- Creating a Goal
- Review other State Goals
- Review/ Discuss NC Draft EDI Goals

Deliverables: Approve definition & 2-3 draft goals for further discussion.



Proposed Definition of Excellent and Diverse Institutions for Vote

Institutions which, both individually and collectively as a system, are distinct and mission-focused; committed to the fullest development of all human capital; and high-performing. As a result, they are first-choice destinations for prospective students, faculty, and staff.





UPDATE ON STRATEGIC PLANNING PROCESS

EDI so far is about....

Maintaining quality and striving for excellence

Finding and keeping an excellent, diverse workforce

Leveraging distinct missions

Creating successful teaching, learning, and research environments





CREATING A GOAL

System goals should be:

- System-focused rather than constituent-institution focused
- Direction-setting
- Aligned with and central to the University's mission and needs of the state
- Aspirational and rigorous
- Actionable, time-bound, and measurable



Creating a Goal - Example 1

- Too broad
 - Improve the University's six-year graduation rate.
- Too specific
 - Improve the University's six-year graduation rate by [X%] for each of the following student categories by [Y date]: Underserved, Transfer, and Older students.
- Appropriate
 - Increase the University's six-year graduation rate by [X%] by [Y date].



Creating a Goal – Example 2

- Too broad
 - The University will offer high quality teaching, research, and public service.
- Too specific
 - The University will have more [award name] winners in [field] and [field] than any other system by [Y date].
- Appropriate
 - The University will excel in unique, mission-focused “areas of distinction” by setting targets to achieve one or more widely accepted measures of excellence in those areas within the next five years.



Goals v. Activities

Goal

- The University will excel in unique, mission-focused “areas of distinction” by setting targets to achieve one or more widely accepted measures of excellence in those areas within the next five years.

System-level activity

- Enabling policies as appropriate or needed; incentive funding

Institutional activity

- Institution [A] will invest in personnel, research facilities, and other resources needed to facilitate growth in the national rankings of [Y] college/department/degree offering.
 - Measurable, Institutional Specific, Aligned to System Goals





SAMPLE GOALS FROM OTHER STATE SYSTEMS

EDI Sample from State University System of Florida

Excellence Goals for 2025 (select examples)

Strengthen quality and reputation of academic programs and universities

- Improve the quality and relevance of the System's institutions with regard to state, national, and international preeminence.
 - Performance Indicators (select examples)
 - National rankings
 - Professional licensure and certification exam rates above benchmarks

Strengthen quality and reputation of scholarship, research, and innovation

- Improve the quality and impact of scholarship, research, and commercialization activities.
- Increase undergraduate participation in research to strengthen the pipeline of researchers pursuing graduate degrees
 - Performance Indicators (select examples)
 - Faculty membership in National Academies
 - Faculty awards
 - Percent undergraduates/undergraduate seniors engaged in research





DRAFT UNC EDI GOALS

Draft Goals for Review/Discussion

1. Validate our performance through compliance/alignment with accreditation standards and a commitment to continuous improvement
2. Invest in robust development of faculty and staff drawing upon the strengths of our distinct institutions
3. Create a distinct environment that reinforces and rewards the development of high quality academic programs with and emphasis on teaching, learning, and practice.



Draft EDI Goal 1

Validate our performance through compliance/alignment with accreditation standards and a commitment to continuous improvement

Key concepts:

- Maintain and improve quality
- Strive for excellence
- Performance must be measured
- Continuous improvement

Reminders...

- System-focused?
- Direction-setting?
- UNC/NC Aligned?
- Aspirational?
- Measurable over time?



Draft EDI Goal 2

Invest in robust development of faculty and staff drawing upon the strengths of our distinct institutions

Key concepts:

- Attract, retain, and develop excellent people according to distinct missions

Reminders...

- System-focused?
- Direction-setting?
- UNC/NC Aligned?
- Aspirational?
- Measurable over time?



Draft EDI Goal 3

Create a distinct environment that reinforces and rewards the development of high quality academic programs with an emphasis on teaching, learning, and practice.

Key concepts:

- Missions should be distinct
- Distinct missions must drive decision-making, e.g. academic programs, research, service
- We must ALL emphasize excellent teaching, regardless of distinct focus



Reminders...

- System-focused?
- Direction-setting?
- UNC/NC Aligned?
- Aspirational?
- Measurable over time?



ARE KEY EDI CONCEPTS MISSING?



LOOK AHEAD TO OCTOBER