

Academic Plan Component Outcomes
Developed and Submitted by the Academic Plan Subcommittees Spring 2006

Component 1: Academic Programs

Objective 1 – Demonstrate and document that a majority of UNC undergraduates meets or exceeds an accepted threshold of competence in writing ability.

Objective 2 – Prioritize academic programming and academic affairs in the budget setting process of the university.

Objective 3 – Align academic budgeting with goals and structures of Charting the Future.

Objective 4 – Hold off-campus and non-classroom courses to the same standards as on-campus courses delivered in the classroom.

Objective 5 – Commit to quality instruction and programming by increasing faculty/instructional salaries to meet parity within seven years.

Objective 6 – Commit to quality instruction and programming by increasing the ratio of tenure/tenure track hires to term hires.

Component 2: Faculty

Objective 1 – Beginning in academic year 2006-2007 salary increases for university employees will take priority during the annual budget process.

Objective 2 – The stipend for faculty promotion increases will increase by \$250 for each promotion.

Objective 3 – By fall 2007 the university will develop and implement a streamlined professional development program that focuses on leadership, evaluation, budgeting and other issues deemed critical for successful administration. By fall 2008 70% of administrators (directors and higher) will have completed this program.

Objective 4 – In order to enhance advising, faculty scholarship and grant writing, and service, the university will come into compliance with the 80/20 tenure-track to term faculty ratio by 2010.

Objective 5 – The University will increase the proportion of minority faculty by 5% by 2010.

Objective 6 – By fall 2007 the university will implement campus wide standards for the design, delivery, and evaluation of on-line courses and programs.

Component 3: Research

Objective 1 – To enhance the research climate for faculty, fully implement the flexibility provided by the university's workload policy. Full implementation will be evidenced by demonstration of the following in each college:

- utilization of differentiated workload
- faculty goal-setting that is directly related to workload
- evaluation (annual and comprehensive) that is tied to workload
- rewards that are tied to evaluation

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Objective 2 – Increase the level of engagement of faculty and staff in grant-writing as evidenced by an:

- increase in the number of faculty and staff submitting grant proposals
- increase in the number of grant proposals submitted
- increase in the success ratio (number of funded grant proposals divided by the number of submitted grant proposals) of grant proposal submissions
- increase in the amount of extramural grant funds brought in by the university annually

Objective 3 – Promote undergraduate and graduate student research and creative scholarly activity throughout the University as evidenced by:

- ensuring that students in all academic programs have the opportunity to engage in mentored independent research and creative scholarly activity
- adding explicit mention of mentoring independent student research and creative scholarly activity in Board Policy Manual 2-3-901(2) performance guidelines
- making available University awards to acknowledge exemplary mentoring of student research by faculty and exceptional engagement in research by students.

Objective 4 – Increase the University's engagement in interdisciplinary research across the campus as evidenced by:

- an increase in the production of scholarly work (books, articles, performances, grant proposals, professional presentations, and the like) that is the result of contributors from different disciplines
- establishing and supporting through focused investment interdisciplinary research interest groups
- an increase in student enrollment in research-based courses that promote interdisciplinary scholarship (e.g., common research courses that serve majors from multiple programs, Schools, and/or Colleges)
- an increase in visibility of and enrollment in the Honors program, McNair Scholars program, and other programs that foster undergraduate student involvement in research

Objective 5 – Increase the communication and recognition of research and creative scholarly activity by faculty, staff, and students as evidenced by:

- an increase in the number of Student Research Days and other events to honor student research and creative scholarly activity
- an increase in the number of campus events to honor faculty and staff research and creative scholarly activity
- publicizing our faculty, staff, and student research and creative scholarly activity through website, media, and community contact (citizens and their representatives)

Objective 6 – Increase recruitment and retention of both promising and established scholars, as evidenced by adoption of the following strategies:

- Hiring practices designed to attract and retain productive scholars: competitive salaries, tenure track positions, adequate start up packages
- Establishing endowed professorships
- Providing adequate technical support for research activities
- Provide opportunities to all faculty and staff for professional development in the areas of research and creative scholarly activities (for example, workshops and programs led by campus and/or off-campus experts; new faculty mentoring program in support of scholarly endeavors, etc.)

Component 4: Enrollment

Objective 1 – Increase total undergraduate enrollment by 5% over the course of 5 years.

Accomplished through:

- Increased retention of continuing students by 5% over 5 years.
- Maintain the total number of freshmen recruited annually.
- Maintain the total number of transfers recruited annually.
- Increase the proportion of incoming non-resident freshmen by 5% over 5 years.

Objective 2 – Increase the total graduate enrollment by 5% over the course of 5 years.

Objective 3 – Increase the quality of incoming freshmen over 5 years as follows:

Accomplished through:

- Average CCHE index of entering freshmen increased from 104.9 to 107.4 (.5 annually through decreasing window admits and increasing non-resident freshmen; also should consider increasing university minimum requirements from 94 to 96 and using window to regulate quantities).
- Average composite ACT of entering freshmen increased from 22.2 to 22.7 (.1 annually).

Objective 4 – Increase the quality of incoming transfer students as follows:

- Average transfer GPA from 2.93 to 2.98 (.1 annually).

Component 5: Student Support

Objective 1 – We intend for students to have at their avail a diversity of common experiences and opportunities that reinforce the UNC Experience as one that engenders unity and pride, as well as critical thinking and tolerance for others.

- Participation in Junior and Senior Preview Days
- Participation in New Student Orientation for both freshmen and transfer students
- Academic Convocation and Welcome
- Common Book experience
- Consistent discussion and implementation of the Honor Code
- Peer and professional mentoring for all students
- Opportunities to participate in a variety of academic learning communities
- Opportunities to connect to organizations or groups with both common and diverse interests
- Faculty and staff are prepared to articulate the UNC Experience

Objective 2 – We intend to be of the utmost assistance in helping students transition into the community of learners at UNC and orienting and mentoring them to the UNC Experience and to a successful academic career.

- Mandatory on-campus residence for the freshman and sophomore years
- Acceptance in sharing of the responsibility for first-year student success by faculty, staff, and students
- University-wide calendar recognition ceremonies
- Significant campus events and activities
- Leadership programs
- An environment that nurtures healthy choices by those in the learning community
- ID108 as an opportunity for all students
- Awareness of domestic and global issues and perspectives

Objective 3 – We intend the UNC Experience to be a springboard for students to transition from college to the next step in their life plan.

- Opportunities to participate in faculty-guided professional and scholarly activities
- Academic capstone experiences
- Comprehensive career planning services
- Assistance with the graduate school application/selection process
- Connection and involvement with the UNC Alumni Association

Objective 4 – We intend to support students in every way feasible to ensure that they are provided with the academic assistance they need to complete their programs of study.

- Peer mentoring experiences that connect new UNC students with upperclassmen
- Creating specific support services for transfer students, non-traditional students, and commuter students
- Faculty and staff advisors that conduct intervention meetings with students based on midterm grades
- Effective and consistent academic advising across all majors and disciplines
- Additional financial assistance for students to reduce the need for our students to work full-time
- Each student is matched with an academic advisor

Objective 5 – We intend to provide our students with opportunities to be engaged on and off campus and aid them in making healthy choices for themselves and in seeing the benefits of serving the greater good.

- Encouraging faculty and students to interaction in and outside of the classroom
- Creating opportunities for active learning
- Setting high expectations for our students, faculty, and staff
- Creating an environment where diverse ways of being, learning, and thinking are encouraged and affirmed
- Utilizing technological advances to connect off-campus students with the UNC community
- Celebrating UNC successes
- Communicating what it means to be a member of UNC
- Encouraging student engagement with the local and regional community off-campus

Objective 6 – We intend to implement the best possible practices to work toward a seamless administrative structure that keeps the best interests of our students in mind.

- A “one stop shop” approach to student services areas
- Individualization of each student’s experiences
- Nurture of and experiences for the whole person
- Recognition of the family experience and communicating effectively with parents and families of students
- Creation and maintenance of housing and residential learning communities
- Stewardship of a place and culture of enduring excellence

Component 6: External Funding

Objective 1 – Increase the success rate of grant proposals to at least 75% of all external competitive submissions.

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Objective 2 – Increase the true external support of sponsored programs by ensuring that 25% of all external grants include the university’s full F&A costs; that 75% of all external grants include the full F&A rate allowed by the sponsoring entity; and that voluntary cost share is reduced to no more than 10% of the total volume of external funding received by the university.

Objective 3 – Increase the number of external grants that include research/scholarship/creative experiences for graduate or undergraduate students to at least 30% of all sponsored grant awards.

Objective 4 – Increase major and planned gift efforts with assistance from the College Dean’s, Dean of the Library and Director of Athletics by 20%

Objective 5 – Increase annual giving revenue by 20%.

Objective 6 – Increase giving for student scholarships by 20%