

Spring Semester All-Faculty Meeting

Wednesday, January 22, 12:45 – 2:00

Agenda

1. Call to order (12:48)
2. Approval of minutes: tabled to 2/5 meeting due to lack of in-person quorum
3. Chair Report
 - a. HS Employee Policy Manual
 - i. Draft has been presented to each school by their rep on the task force
 - ii. Send feedback through reps for revisions
 - iii. Revised draft will be presented to Faculty Council for endorsement on February 5
 - iv. Revised draft will go to Executive Leadership Team after 2/5 for feedback, eventual adoption.
 - b. Searches
 - i. Finalizing task force roster
 - ii. Task force will revise, update, and expand draft prepared by George from faculty discussions dating back to last year.
 - iii. Revised draft will be presented to Faculty Council for feedback on February 19.
 - iv. Final draft will be presented to Deans, Angela Mahoney, and Kim Bradfield by the end of February.
 - v. George and other faculty reps willing to volunteer will work with the above group to develop joint guidebook
 - vi. Guidebook will be sent to Executive Leadership Team in May for final approval.
 - c. Ombuds Committee
 - i. Faculty reps have been elected (Jared Redick and Paul Sharpe)
 - ii. Sharpe has agreed to chair the committee
 - iii. Once staff and admin reps are finalized, Sharpe will call the committee and set up a meeting with Jill Crainshaw at the end of the year, to hear her report.
 - iv. Future goals will be taken up next school year
 - d. Faculty Endowed Scholarship
 - i. Council has authorized Advancement to rewrite the governing language to accomplish two goals:

1. Awards will be given by all 5 schools in the future, not just three on a rotating basis as in recent years.
2. Awards will be in amounts determined by market value (would be roughly \$1300 per award this year).
3. Awards can be given to students (undergrad or grad) that have 1 or 2 years left in the program. If awarded to a student with 2 years left, the award will stay with that student through both years. (In other words, a new award would not be given by that school the next year.)
 - ii. Council encourages faculty to donate to the scholarship in honor of retiring or recently retired faculty (see separate email to faculty).
- e. Proposed changes to Chapter IV of UNC System Code
 - i. Redline documents for 400.1 and Chapter VI sent to faculty in two separate emails.
 - ii. Unlikely to have significant impact on us, as UNCSA is specifically exempted in the language of the policy.
4. Standing Committee Updates: approaching deadlines
 - a. Educational Policies (EPC):
 - i. Proposals for curriculum changes due by the end of January
 - ii. Proposals for calendar/scheduling changes due by the end of February
 - b. Faculty Development
 - i. Application for Faculty Reassigned Time due by 1/31 (has since been extended, see separate email)
 - ii. Application for Faculty Development Grant due by 2/28
 - c. Faculty Rank
 - i. Non-Binding Letter of Intent to Seek Rank Promotion is due by May 1
5. Executive Leadership Team Introductions (for information)
 - a. Lissy Garison, Vice Chancellor for Advancement
 - i. Overview of the structure and mission of Advancement.
 - ii. Status update on capital campaign, including impacts from previous campaign.
 - iii. See materials appended at end of minutes for more details
6. Chancellor report (for information)
 - a. Faculty Salary Updates: 3 year plan
 - i. Money already allocated to get all full professors to 80% of minimum salary this year.
 - ii. Plan in place to increase to 85% next year, 90% the following year

- iii. See materials appended at end of minutes for more details
 - b. FY2025 institutional priorities updates
 - i. Capital Campaign (given by Garrison)
 - ii. HS residence hall and program expansion proposal
 - iii. SACSCOC/QEP
 - c. CSI timeline & collaborative days plan: Saxton Rose, Dean of Music
 - i. Consulting group has been retained. They will meet with every school (dean, scheduler, and Faculty Council reps) to expand on particular scheduling needs.
 - 1. Tasked with generating three models for schedule change
 - 2. These will be presented to faculty for feedback and subsequently revised
 - ii. Stipend available for faculty for summer work following up on the work of the consultants.
 - iii. January 31 Collaborative Day: schools will edit/revise their own list of needs, and explore those of other schools (generating questions)
 - iv. February 11 Collaborative Day: planning still in the works
- 7. Open Q&A Discussion (10-25 min)
 - a. Reagan Mitchell engaged in dialogue with the administration about specific support needs for both students and DLA faculty, including expansion of scholarship money to provide greater financial security. This was directly tied to the goals of the capital campaign.
- 8. Adjourn (2:15)

A steampunk-themed stage set. The background is a light blue wall with a large, ornate clock on the right side. The clock has a yellow face with Roman numerals and a red door at the bottom. The set is decorated with numerous large, colorful gears in shades of orange, yellow, and brown. A large, curved yellow banner arches across the top. In the foreground, a person is seated at a wooden table on the left, wearing a purple jacket and looking down at something on the table. On the right, another person stands wearing a black mask and a black outfit with red accents. The floor is a light greenish-grey color.

ADVANCEMENT

FACULTY MEETING
WEDNESDAY, JANUARY 22, 2025



UNCSA Advancement

The Office of Advancement directly supports UNCSA's mission and strategic priorities by building meaningful relationships with a variety of constituents and developing opportunities at all levels of alumni, volunteer, and philanthropic engagement.



UNCSA Advancement

Fundraising

Principal & Major gifts

Planned Giving

Annual giving / Leadership Annual Giving

Membership societies

Grants

Alumni Engagement

Prospect Development & Research

Donor Relations & Communications

Events

Data & Administration

Why do a comprehensive Campaign?



Raise more money!



PLUS...

Build awareness & reputation

Clarify priorities and focus organization

Build organizational infrastructure / capacity

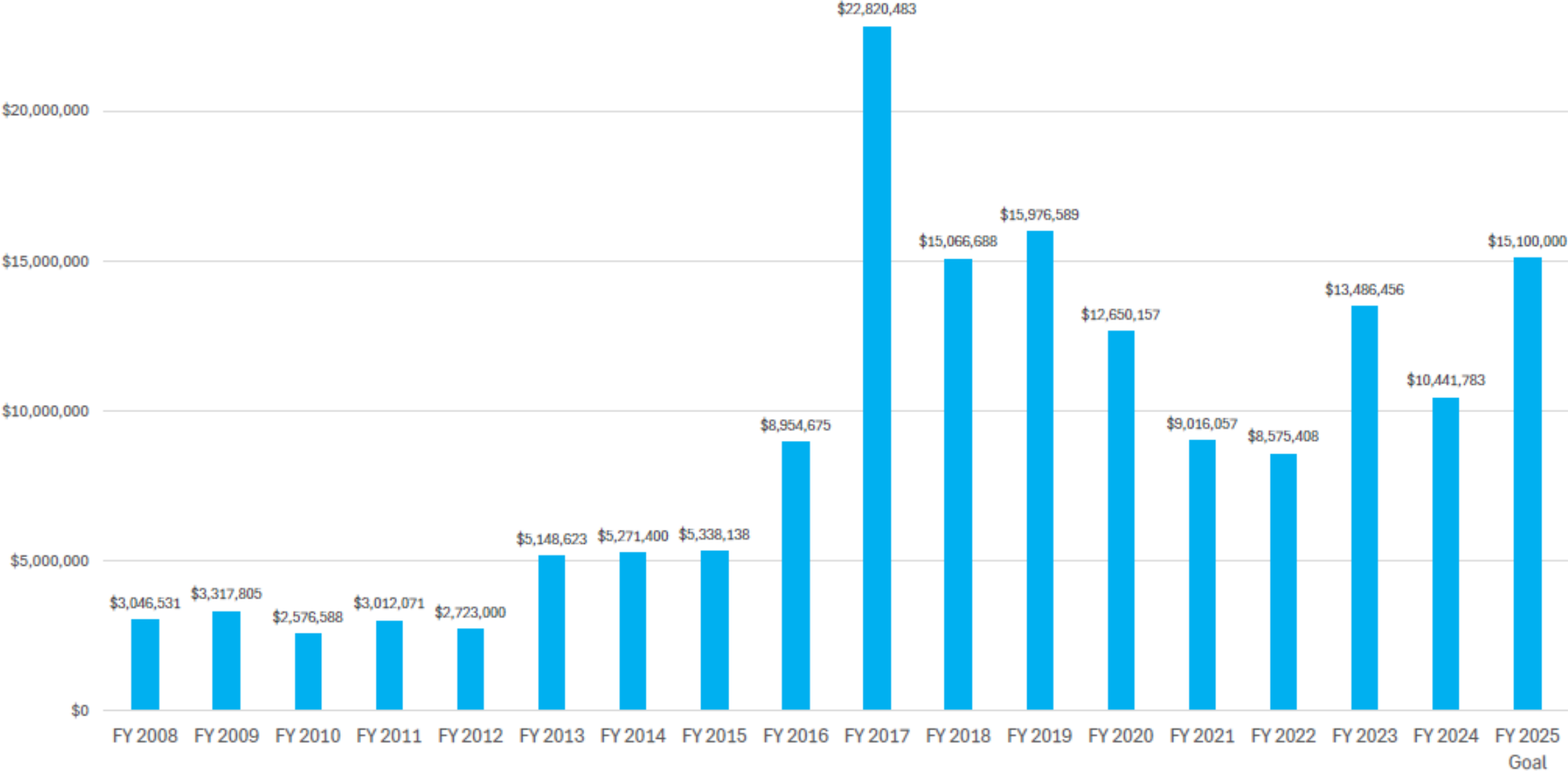
Attract new donors

Increase organizational impact

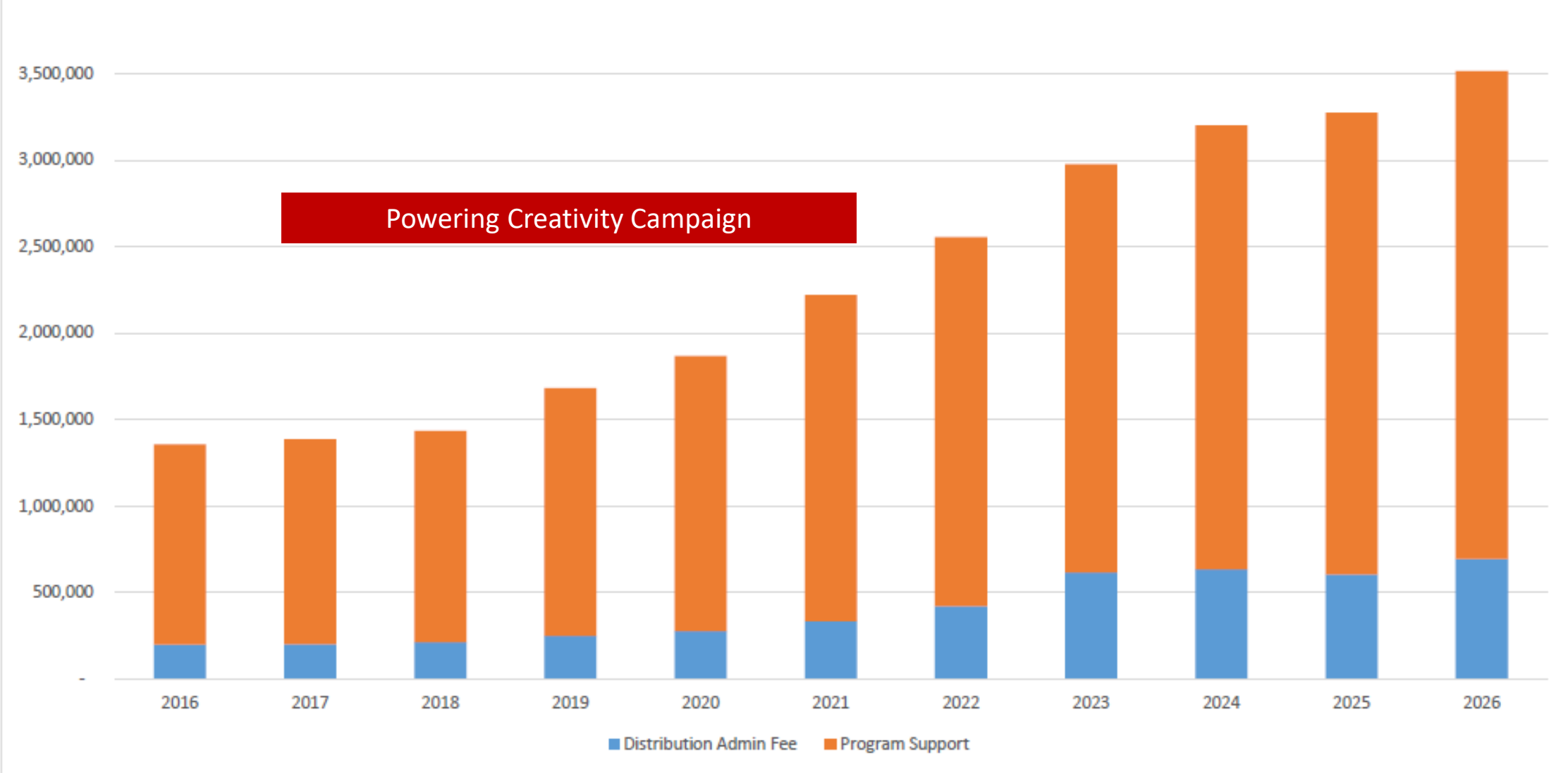
Permanently increase fundraising

Annual fundraising growth

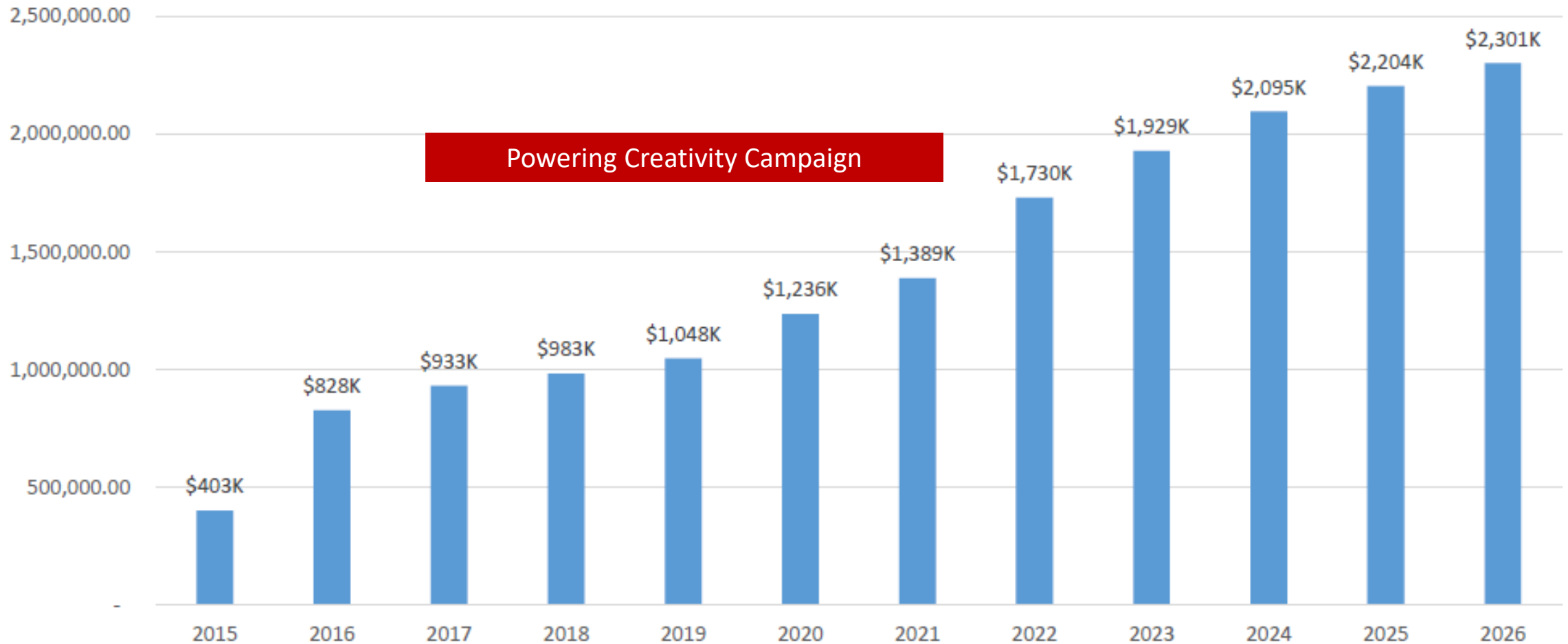
Powering Creativity Campaign



Endowment distribution growth



Scholarship distribution growth



UNCSA Campaign Timeline

(previous campaign "Powering Creativity" concluded June 30, 2021)



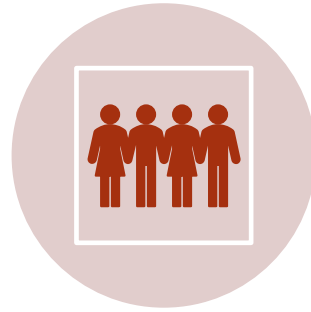
FY22 12 months	FY23-24 24 months	FY25 12 months	FY26 – FY27 24 months	FY28-29+ 3-4 Years
<ul style="list-style-type: none"> • Kick off new strategic plan – UNCSA Forward • Campaign reporting • Steward campaign gifts • Hire & onboard new VC 	<ul style="list-style-type: none"> • Establish Advancement strategic framework • Establish best practices in all areas • Establish goals, metrics, and reporting • Perform resource gap analysis / address gaps • Develop staffing plan • Engage campus partners • Align boards, volunteers, and giving circles • Identify philanthropic priorities • Establish general framework & working goal for next campaign 	<ul style="list-style-type: none"> • Set campaign objectives & goals • Set campaign budget • Refine philanthropic priorities • Review / update campaign policies • Identify top prospects • Hire consultant • Recruit campaign committee • Recruit team • Feasibility study 	<ul style="list-style-type: none"> • Solicit lead gifts • Refine goals & strategies • Refine reporting • Plan public kick-off 	<ul style="list-style-type: none"> • Public kick-off • Marketing and promotion • Solicit lower-level gifts • Ongoing campaign reporting and communications • Ongoing celebration and stewardship • Plan for campaign completion and follow-up <p>Also in FY27 – 28 timeframe:</p> <ul style="list-style-type: none"> • Stevens Center re-opens • Refreshed campus strategic plan - TBD

We Are Here

Themes for Campaign development



**UNREALIZED
POTENTIAL**



**BUILDING A STRONGER
COMMUNITY OF
SHARED PURPOSE**



**WHAT IS THE
CAMPAIGN THAT ONLY
UNCSA CAN RUN?**



BIG IDEAS!



Thank you!!



UNCSA FORWARD

Updates on strategic actions

Faculty salary compression (Institutional Sustainability)

HS residence hall and program expansion (Institutional Sustainability)

SACSCOC reaccreditation (Institutional Sustainability)

CSI Implementation (Health & Wellness in the Arts)

Faculty salary compression (Institutional Sustainability)

5.1 - Personnel Sustainability

- *Address challenges in retaining and recruiting UNCOSA faculty by bringing compensation levels up to rank minimums, with the long-term goal of achieving salary competitiveness.*

Faculty salary compression (Institutional Sustainability)

Rank minimum salary gap in January 2020 - \$2.34M

Rank minimum salary gap in December 2022 - \$1.85M

Rank minimum salary gap in September 2023 - \$1.63M

Rank minimum salary gap in March 2024 - \$1.198M

- *Included projected 3% legislative increase for Fall 2024*

Faculty salary compression (Institutional Sustainability)

3-year plan for salary compression at Full Professor rank

<i>Time period</i>	<i>% of rank min.</i>	<i>Recurring funds needed</i>
FY2025	All to 80%	\$167K
FY2026	All to 85%	+ \$182K
FY2027	All to 90%	+ \$202K

Faculty salary compression (Institutional Sustainability)

Funding sources for increases – current and future

Year 1 (FY25)

- remaining CITI revenue

Year 2 & 3 (FY26 and FY27)

- CITI revenue, prioritized for faculty salaries (resident UG increase possible) *
- Recurring funding for institutional performance metrics *
- New legislative increases for the next biennium *

** Subject to General Assembly or UNC Board of Governors approval*



UNCSA FORWARD

Updates on strategic actions

HS residence hall and program expansion (Institutional Sustainability)

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Capital request for new HS residence hall

- *Originally approved in 6-year capital plan - \$24.5M*
- *Request to increase to \$49.5M*

Operating budget request for HS

- *FY26 – Increase of \$851K; cover full student cost; begin expansion*
- *FY27 – Increase of \$1.1M; continue and complete expansion over 5-7 yrs*



UNC SA FORWARD

Updates on strategic actions

SACSCOC reaccreditation (Institutional Sustainability)

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QEP Update

- *Vision and budget*
- *Building of QEP team – seeking volunteers, qep@uncsa.edu*

Compliance Report

- *Initial review – 63% (46/73 standards)*
- *APIR Review of first draft and evidence – 19% (14/73 standards)*
- *Completion of final draft and evidence – 9% (7/73 standards)*



UNCSA FORWARD

Updates on strategic actions

CSI Implementation (Health & Wellness in the Arts)