

## Provost's Report to Faculty Senate

February 2022

### WCU Academic Calendar Revisions

Based on campus feedback, including an informal survey of academic department heads, and a comparison with some of our sister institutions, we are performing a reevaluation of the academic calendar. This is in part driven by a desire to ensure an adequate break between the fall and spring semesters and also includes a reconsideration of non-class days such as advising day and mid-semester breaks. We will be launching a survey to campus constituents in the coming days to gather feedback on proposed changes to the Spring 2023 calendar, as well as potential options for the 2023-2024 academic year calendar. We appreciate your time in completing the survey. Your feedback will be an important source of information as we determine the best way to proceed with a potential "reset" of the structure of the academic calendar.

### ROI Study of UNC System Universities

The UNC Board of Governors will contract with an independent research organization to conduct an evaluation of its current programs at each constituent institution of The University of North Carolina related to its operational costs, student outcomes, and return on investment (ROI) of each program. The evaluation will include an analysis of at least the following information by constituent institution and undergraduate and graduate degree programs:

- The number of students in each program
- The number of faculty and other staff employed for each program
- The related costs to operate each program, inclusive of total staff compensation and benefits, facility costs, and any other related expenses, including overhead
- A detailed correlation between degree of study and directly related career roles and associated expected starting compensation, as well as expected career earnings for students upon completion of those programs
- A detailed ROI for each program including for State and student funding expenditures

The System Office has issued an RFP for an independent research organization and it is now posted. The target date for completion of the project is September 1, 2023. The System Office will be reaching out to all universities soon for input.

### UNC Online Sunsets at the end of Spring Semester

After an evaluation for alignment and effectiveness, the System Office has decided to sunset UNC Online and its companion proctoring service at the end of the current spring semester. At its inception in 2010, UNC Online was a pioneering platform in a nascent online space. Digital learning is now highly developed on UNC campuses and the focus in the System Office is shifting as well. The Language Exchange program that is part of UNC Online will continue to be hosted and will continue to support digital learning initiatives across the system. Additionally, the System Office will be exploring agreements to allow students to enroll in courses at other institutions in an efficient and ordered manner. There are a few students already enrolled in UNC Online for summer and those enrollments will be respected.

### **Faculty Salaries Update**

For the February pay period, we implemented recommendations of the Standing Committee on Faculty Salaries in the following categories to begin to address market issues and compression/inversion:

- Faculty whose January 1, 2022, salary (to include the 2.5% LI if eligible) is 2.5% or more below the 30<sup>th</sup> percentile of the salary range for their respective teaching discipline.
- Faculty whose salary (after implementing 30<sup>th</sup> percentile gap adjustments) would be considered “compressed” or “inverted” based upon the definitions established by the Standing Committee on Faculty Salaries.

In total, 107 faculty were eligible to receive a market adjustment to increase their salary to the 30<sup>th</sup> percentile (after the 7/1/22 2.5% LI). Nine (9) faculty were eligible to receive an equity adjustment to address compression/inversion concerns. As a result, all faculty will attain at least the 30<sup>th</sup> percentile of their respective salary range as of July 1, 2022, and compression/inversion (as defined by the Committee) has been eliminated. Faculty received direct communications from Human Resources concerning these adjustments if they fell into these groups.

The salary ranges utilized for the academic faculty are current as of 2021-22 (updated in December 2021). Note that the new ranges for Library faculty will not be released until later this spring so the analysis on that group was based on 2019 salary ranges.