

**University Council
Meeting Minutes
Chancellor's Conference Room - PAC
Monday, August 13, 2012**

Members Present:

Chancellor Randy Woodson, Duane Larick for Provost Warwick Arden and for Becky Rufty, Sylvia Blankenship, Brad Bohlander, Jeffrey Braden, Robert Brown, Susan Colby, Jayne Fleener, Regan Gatlin, Eileen Goldgeier, Blanton Godfrey, Ryan Hancock, Karen Helm, Cecile Hinson, Marc Hoit, Joe Chandler for Bryan Hoynacke, Hans Kellner, Nevin Kessler, Charles Leffler, Terri Lomax, Paul Lunn, Marvin Malecha, Louis Martin-Vega, Mike Mullen, Carolyn Argentati for Susan Nutter, Daniel Solomon, Benny Suggs, PJ Teal, Ira Weiss, Debbie Yow and Pat Spakes with Karen Helm.

Chancellor Woodson called the meeting to order at 10:00 a.m.

Announcements:

Chancellor Woodson reported on the following:

- **Introductions of New Attendees**

Several new members joined the University Council including:

- Mike Mullen, Dean of the new Division of Academic and Student Affairs
- Ryan Hancock, Chair-elect of the Staff Senate
- Andy Walsh, Student Body President
- Regan Gatlin, Student Senate President
- Becky Rufty, Acting Dean of the Graduate School
- Sylvia Blankenship, Interim Dean of CALS

- **The Incoming Freshman Class**

This year NC State had more than 20,000 applications for the first time; the total count being 20,489 applicants for freshman admission for fall 2012. Additional statistics from the 2012 incoming class are:

- SAT Average: 1219, up 28 points from last year
- Weighted GPA Average: 4.37
- In top 10% of high school class: 51%
- In top 25% of high school class: 89.5%

- **Fiscal Update and Thanks**

With the council members' outstanding leadership and dedication, the university ended the past fiscal year with a balanced budget and with no major lingering obligations.

Fundraising efforts were successful, particularly the following significant achievements:

- Exceeded goal of \$110 million by \$1.4 million
- Outpaced last fiscal year by 4%
- Increased annual giving by 34.5%
- Increased new donors by nearly 3,000
- Increased research funding by 6%

The legislative appropriation bill for the UNC system includes the following important components:

- First general salary increase in four years

- Funds available at system level for faculty recruitment and retention
- Some salary administrative restrictions lifted
- Increased flexibility in position funding and employee compensation

- **State Employees Combined Campaign**

Last year's record-breaking campaign (\$589,531), was the highest in university history. The campaign had a 34 percent participation rate. This year's campaign kicks off September 17 with a participation goal of 40 percent.

- **Rankings**

A recent ranking by *Business Research Guide* recognizes NC State as the 10th Best College or University to Work For. NC State also is within *Business Research Guide*'s rankings for the Top 100 Best Companies to Work For in the U.S.

- **Director's Cup**

The chancellor acknowledged Athletic Director Debbie Yow's leadership in increasing NC State's Director's Cup ranking from 89th to 37th place. This is the biggest two-year jump in ACC history.

- **Campus MovieFest Winners**

Over the summer one student and two alumni were awarded Best Picture and Best Director at Campus MovieFest Hollywood. Their film, "The Strong One," was shown at Cannes Film Festival.

- **Board of Governors Update**

At their recent meeting, the Board of Governors (BOG) voted to give campuses flexibility to give an additional 1.8 percent salary increase for market and equity cases. The board also addressed the ongoing debate on financial aid.

New BOG leadership has launched a strategic planning process patterned after a Virginia plan where business leaders advocated for greater state support of higher education. The chancellor asked council members to think about who might serve on a task force to develop a similar strategy; looking for business leaders who can create a business coalition within NC with a strong voice with the General Assembly.

Plenary:

Maintaining NC State's Talent

Associate Vice Chancellor Barb Carroll led a discussion on Aging and Retirement, Succession Planning and Strategic Targeting of Top Talent. The group viewed NC State retirement in comparison to peer institutions. There are overall upward trends relating to average years of service of various employee groups on campus. The average age of employees is trending upward, as is the percent of tenure/tenure-track faculty over age 60. The group viewed various retirement data such as number of retirements by year and the average age of retirement.

Questions were posed pertaining to Recruiting Top Talent. The concern with recruiting relates to an across-the-board phenomenon occurring at peer institutions, begging the question: Will there be serious competition for academic leadership in the near future? Members discussed challenges turning retired faculty salary into new hires. Regarding Succession Planning, the group discussed culture shifts in leadership hires. The group discussed formal institutional career and leadership

development programs. Mention was made to various campus initiatives to recruit top talent. There was discussion regarding tenure track faculty and national trends in employment, particularly relating to age of retirement and our need or ability to recruit older, more experienced faculty than previously necessary or possible. A talent strategy was discussed to address how vulnerable top talent is and what will keep top talent at NC State.

SACS/QEP Update

Ms. Karen Helm led a discussion and update on the upcoming SACS reaccreditation process as well as NC State's Quality Enhancement Plan (QEP). There are two dimensions to the Principles of Accreditation: 1) Compliance and evaluation and 2) QEP. Integrity is essential throughout the entire process. It is imperative that policies and procedures are written, approved, published, implemented and effective. The planning and evaluation will be ongoing and research-based. Ms. Helm addressed assessment, distance education, partnerships and consortia, student complaints, faculty and a timeline.

Information:

The following policies, regulations and programs recently enacted were reviewed, including those enacted since the March 12, 2012 University Council Meeting.

http://www.ncsu.edu/general_counsel/pols_regs/PRRsRecentlyEnacted.php

Approvals:

The March 12, 2012 minutes were approved as prepared and distributed.

With no further business, the meeting was adjourned at 11:54pm.