

# Faculty Meeting

August 14, 2024

GPAC



# Agenda

- Overview
- UNC System Policy and Regulation Changes
  - Accreditation Regulations [North Carolina Session Law 2023-132]
  - Academic Program Planning [UNC Policy 400.1]
  - Equality Policy [UNC Policy 300.8.5]



# Agenda

- Policy Updates
  - Performance of Tenured Faculty [UNC Policy 400.3.3]
  - Regulation on Teaching Effectiveness [400.3.1.1]
  - Foundations of American Democracy
- Recognition of Newly Tenured Faculty
- Office of the Provost Updates



# UNCP Accreditation Transition Process



# Background—NC Session Law 2023-132

North Carolina Session Law 2023-132 prohibits consecutive accreditation by an accrediting agency for any constituent institution of The University of North Carolina unless the institution does not receive candidacy status at least three (3) years prior to the expiration of its current accreditation.



# NC Accreditation Activities

**October  
2023**

North Carolina Session Law 2023-132 went into effect prohibiting consecutive accreditation by an accrediting agency for any constituent institution of The University of North Carolina.

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**December  
2023**

UNC System Office and NC Community Colleges System Office issued a joint Request for Information (RFI) seeking accrediting agencies interested in accrediting UNC constituent institutions and NC community colleges.



# NC Accreditation Activities

February  
2024

- Two accreditors responded to the RFI:
- Higher Learning Commission (HLC)
  - Middle States Commission on Higher Education (MSCHE)
- 

June  
2024

UNC Pembroke submitted a memo to UNC System Office indicating the institution's preferred accrediting agency and projected timeline for changing accreditors.

# Process of Changing Accreditors

- Provide U.S. Department of Education with accreditation & pre-accreditation materials and demonstrate reasonable cause.
- Receive approval from Department of Education to switch accreditors.
- Apply for membership with a different accreditor ***while maintaining SACSCOC accreditation.***
- Receive membership from a different accreditor & notify U.S. Department of Education.
- Maintain accreditation with SACSCOC until Department of Education has provided written notice that it acknowledges the change in accreditor.





# Accreditation Standards

National accreditors generally share comparable standards relative to:

- integrity; mission; eligibility;
- governance; administration & organization;
- faculty;
- planning & effectiveness;
- student achievement;
- academic programs;
- educational policies, procedures, & practices;
- academic & student support services;
- library & learning/information resources;
- financial & physical resources;
- transparency & institutional representation;



# Policy on Academic Program Planning, Productivity, Gainful Employment and Financial Value Transparency

August 14, 2024



# Policy on Academic Program Planning

- UNC Policy 400.1
- Adopted May 23, 2024
- Constituent Institution Policy Due January 1, 2025
  - Must be approved through UNCP BOT
  - Last meeting date of BOT in fall 2024 is November 7/8
  - Materials due October 24



# Campus-Level Review

- Responsibility: Campus-level responsibility for academic program quality
- Role of Chancellors: Regular review to maintain a sound educational program



# Academic Program Review Process

- Purpose: Continuous improvement
- Frequency: Review at least every seven years or as prescribed
- Scope: Expand, contract, or discontinue programs based on the review



# APR Evaluation/Components

- Student Demand: Current and projected enrollments and degrees produced
- Workforce Demand: Job growth projections and student employment outcomes



# APR Evaluation/Components

- Student Outcomes: Persistence, graduation rates, time to degree, post-graduation success
- Program Costs & Productivity: research, scholarship, creative activity, student credit hours produced compared to the cost of faculty and staff





# APR Evaluation/Components



- Program Contribution: Impact on professions critical to North Carolinians
- Other Considerations: Additional factors identified by the chancellor or president



# APR Policies and Procedures

- Campus Policies: Clearly defined and published policies for program review
- Faculty Role: Policy must account for the role of shared governance in development and review of the curriculum in line with section 502D of *The Code*



# APR Reporting and Accountability

- Summary Reports: Review by Boards of Trustees and submission to the President
- Timeline: First report due by January 31, 2026



# Biennial Productivity Review

- System Office Role: The UNC BOG will consider the productivity, quality, efficiency of academic programs on a biennial basis.



# Biennial Review Metrics

- Key Measures: Student demand, credentials produced, employment, earnings, ROI
- Projections Evaluation: Assessment of previous projections for new programs approved in previous two years





# Reporting to Board of Governors

- Presentation: Biennial review results presented to the Board in April 2025 and every two years thereafter



# Financial Value Transparency and Gainful Employment Regulation

- US DOE Regulation
  - **Protect Students:** Ensure that students are informed about the financial outcomes of their educational programs.
  - **Accountability:** Hold institutions accountable for offering programs that lead to gainful employment and financial value.





# Financial Value Transparency and Gainful Employment Regulation

- **Gainful Employment Standards:**
  - Programs must meet specific debt-to-earnings (D/E) thresholds.
  - Programs that do not meet these thresholds may lose eligibility for federal student aid.
- **Financial Value Transparency:**
  - Institutions must disclose key financial outcomes, including median earnings, debt levels, and loan repayment rates.
  - The information helps students compare programs and make informed decisions.



# Kelvin Jacobs General Counsel

## *Equality Within the University of North Carolina*

[UNC Policy 300.8.5]

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# Discussion Points

- The Policy
- The Guidance



# The Policy

<https://www.northcarolina.edu/apps/policy/doc.php?id=147>



# **The Policy ~ Breakdown** **(in a nutshell)**

**Preamble**

**I. Purpose.**

**II. Nondiscrimination in Employment Practices & Educational Programs and Activities.**

**III. Ensuring Equality of All Persons & Viewpoints.**

**IV. Commitment to the Freedom of Speech & Expression.**



## Cont'd

**V. Maintaining Academic Freedom.**

**VI. Commitment to Student Success & Employee Wellbeing.**

**VII. Maintaining Institutional Neutrality.**

**VIII. Reporting Requirement.**

**IX. Exceptions for Student-led Organizations.**

**X. Effective Date.**



# The Guidance

GUIDANCE REGARDING IMPLEMENTATION OF EQUALITY POLICY

<https://www.northcarolina.edu/wp-content/uploads/reports-and-documents/legal/unc-system-guidance-implementation-of-equality-policy-june-2024.pdf>

While it cannot answer every hypothetical, this Guidance discusses the following key topics:





# The Guidance ~ Breakdown (in a nutshell)

## **PREAMBLE**

- 1. FOCUS ON STUDENT SUCCESS.**
- 2. AVOIDING CONTENT ENDORSEMENT.**
- 3. THE POLICY DOES NOT PROHIBIT CENTERS.**
- 4. SOME CENTERS WILL NEED TO RESTRUCTURE THEIR CONTENT.**
- 5. CURRICULUM.**
- 6. CONTENT-SPECIFIC EMPLOYING DIVISIONS AND EMPLOYEE POSITIONS.**



## Cont'd

**7. PUBLIC RESOLUTIONS AND MEDIA STATEMENTS IN NAME OF THE UNIVERSITY.**

**8. RESEARCH.**

**9. SERVICE.**

**10. CONTRACTING.**

**11. STUDENT AND FACULTY GROUPS & OUTSIDE SPEAKERS.**

**12. FORM OF CERTIFICATION & REPORT.**

**13. ADDITIONAL GUIDANCE PROVIDED AS NECESSARY.**



THANK YOU!



# UNC Policy Revisions



# Performance of Tenured Faculty

[UNC Policy 400.3.3]

- Change in evaluation cycle for those with .50 or more, re-assigned duties (e.g., department chairs)
- A comprehensive self-assessment
- Justification for *exceeds expectations* rating
- Training provided by UNC System
- Rebuttal time frame must be no less than 14 days



# Teaching Effectiveness

[UNC Policy 400.3.1]

- Integration of teaching effectiveness in the annual workload plans and align with next comprehensive review
- Ensure data collection systems for student feedback are transparent, effective and efficient
- Annual and comprehensive reviews include faculty self-assessment of teaching effectiveness



# Foundations of American Democracy

[UNC Policy 400.1.5]

- In place for the incoming class, Fall 2025
- *For students entering on or after July 1, 2025, UNC institutions will require, as a condition of awarding a baccalaureate degree, that students successfully complete a course or courses covering the foundations of American democracy.*
- UNCP faculty working on a proposal to integrate the content in two existing courses within general education





# UNC-P Braves

