



THE UNC SYSTEM NEWS

Summer 2018

A MONTHLY e-NEWSLETTER FOR UNC SYSTEM OFFICE EMPLOYEES

Volume I, Issue 6



The 2018-19 Presidential Scholars are on board



FROM THE PRESIDENT

Remembering a Great Leader

Last week's passing of President Emeritus C.D. Spangler, Jr. marked the loss of a great friend to this System and to many of us personally. There is no doubt in my mind that he was a giant in this state.

His belief in education powered his actions. The first in his family to go to

The 2018-19 UNC System Presidential Scholars joined the staff on July 17 and will serve a one-year appointment providing a wide range of professional functions for the System Office. The scholars will regularly interact with senior leadership and members of the UNC System Board of Governors, helping to research, write, and implement policy.

Under the direction of the Division of Academic Affairs, the scholars will use their leadership skills and intellectual curiosity to learn about and contribute to the System.

“The program provides an opportunity for recent graduates to attain experience in all aspects of the System Office, allowing them to grow professionally and personally, while providing the office with new perspectives, energy, and invaluable work,” said Kimberly Mitchell, director for Student Development and ASG Advisor.

This year’s scholars are:

Dajer Fernandez, a UNC Pembroke graduate with a Bachelor of Science degree in political science,

Ashley George, a UNC Wilmington graduate with a Bachelor of Arts degree in political science and a minor in pre-law,

Colin Russell, a UNC-Chapel Hill graduate with a Bachelor of Science degree in business administration and political science, and

William Zahran, an East Carolina University graduate with a Bachelor of Science degree in biology and minor in business administration.

To request assistance from a scholar, click on the link below and complete the form:

<https://app.smartsheet.com/b/form/fd1084f8e8d944d8a2699968048d972f>

For more information regarding the Presidential Scholars program, email Kim Mitchell at klmitchell@northcarolina.edu.

college, he worked steadfastly to extend that opportunity to others, whether that was helping leading Charlotte through school integration; chairing our state’s public K-12 schools; giving generously to education, including the creation of 120 endowed professorships; or leading this University System as president during a critical time.

In many senses, we are where we are because of his vision and his tireless work to move us forward.

Following a legend like President Bill Friday, President Spangler ensured that this institution outlived the vision and passion of one man. We could have abandoned our fundamental public nature; we could have veered towards higher tuition.

We did not. For that and for many other reasons, we should be forever grateful for his service.

I encourage everyone to take a moment if you have not and read about his life and legacy. You can read and watch personal tributes from U.S. Senators Richard Burr (R-NC) and Thom Tillis (R-NC) offered on the floor of the [U.S. Senate last week](#). You can also watch President Spangler speak in his [own words about the job](#).

Thanks for all you do to allow the UNC System to live up to the ideals and values that President Spangler so strongly championed for the university and state he loved so much. *Read more tributes published in the media:*

[Dick Spangler: Goodbye and thank you C.D. Spangler's priorities need to be emulated today](#)



UNC System Welcomes Sr. VP for Finance & Administration

Clinton P. Carter has been appointed as the senior vice president for Finance and Administration and chief financial officer of the UNC System.

Currently, Carter is the Chief Financial Officer and State Finance Director for the State of Alabama and has been responsible for the management and oversight of the Department of Finance, encompassing 17 divisions, approximately 600 employees, and a \$250 million annual budget. He previously served as the Deputy State Finance Director from 2011-14.

In his new role as the UNC System's chief financial officer, Carter will oversee all matters of University finance. He will also provide ongoing staff support to the Board of Governors' Committee on Budget and Finance; work closely with the Board, the president, and other senior staff members in developing policies and programs; and help represent the University in its dealings with legislative and government groups.

He will also provide leadership for the Division of Finance and Administration, which includes the following major functions:

[Remembering C.D. Spangler with a look through the DTH archives](#)



WELCOME ABOARD!

We welcome our new colleagues to the University of North Carolina System Office:

Laura Kieler, Director of Marketing Communications, UNC-TV

Nuray Eksen, Accounting Technician, Accounting

John Falchi, Director of Special Projects, Academic Affairs

Jade Packer, Engagement Program Manager, UNC-TV



System budget and analysis, financial reporting, strategic sourcing (procurement), system office budgeting, accounting and reporting, capital planning and facilities, human resources, and information technology.

Carter earned his bachelor's degree in business administration with a dual major in accounting and finance from the University of North Alabama in Florence, Alabama, and an MBA from the University of Pennsylvania's Wharton School of Business. Carter will start at the UNC System in mid-August.



UNC System Names Chairs to Competency-Based Education Council

In spring 2018, the UNC System established the Competency-Based Education (CBE) Council to provide a forum for faculty and staff to share experiences, apply for grant funding, and communicate best practices and guidance for the System's latest CBE efforts. The grants currently fund four pilot projects.

The UNC System Office recently named Alison Winzeler, program director in NC State University's College of Education, and Natasha Ohene, program director in Winston-Salem State

EVENTS

AUGUST

August 26 - It's National Dog Day at the @UNC_System

If you want your dog featured on the UNC_System's Instagram page, send a picture to Lou Owoc at eowoc@northcarolina.edu.



REMINDERS

Human Resources: **Stay Connected!**

Want your news to be included in the next UNC System e-Newsletter? The deadline is August 16. See your division's communications liaison and send information to submit_news@northcarolina.edu.

University's School of Health Sciences, as the CBE Council co-chairs.

"These dynamic women jumped on a fast-moving, ninety-degree learning curve at the beginning of their projects. I now consider them national CBE experts, and I am excited that we will be able to share their expertise across the University," said Dr. Michelle Solér, director, Competency-Based Education and Assessment.

The CBE Council will meet regularly to coordinate efforts to represent the UNC System at regional and national conferences and present CBE best practices to faculty and administrative groups throughout the state.



CLUBS+

Interested in starting a club or hosting a meet-up with other employees?

Send your ideas, along with details and contact information to Human Resources.

NOTE: CLUBS+ and meet-ups are sponsored by individual employees and not by the UNC System. Individuals responsible for coordination are encouraged to schedule activities during non-work hours.



UNC System Financial Aid Directors Meet to Discuss Financial Aid Initiatives

The Division of Academic Affairs hosted the UNC System Financial Aid Directors Annual meeting on July 18 to discuss best practices, upcoming projects, and compliance obligations.

Hot topics included:

- continuity of the System's Business Compliance program for Financial Aid and the evaluation of new and more effective ways to achieve the program goals;
- development of a State Aid Study Group that will analyze North Carolina state aid programs to diagnose strengths and weaknesses and recommend ways to maximize access and success;
- Student Success Innovation Lab and Financial Aid grants that will provide resources to UNC System institutions to test promising approaches to financial aid;
- UNC Insight and the upcoming financial aid dashboard;
- NCSEAA updates and the impact and effectiveness of the System's summer need based grants;
- and federal regulations compliance on enrollment reporting, transfer monitoring, and financial aid for pre-programs.

Pay Increases, Bonus Leave, and More

The UNC System Board of Governors approved an Annual Raise Process (ARP) for university employees on July 27, 2018. This is the first time that the legislature gave the Board the authority to define this kind of salary increase process for University SHRA employees.

To be eligible for an annual salary increase this year, employees must have:

- been employed in a permanent position as January 5, 2018
- been eligible to receive an annual overall rating for the 2017-18 performance cycle (if required by policy to receive one)
- received a final overall rating for the 2017-18 performance cycle of "Meeting Expectations" or "Exceeding Expectations" (or equivalent) if eligible, and
- been in good standing as of July 1, 2018.

All eligible SHRA employees will receive a 2% salary increase. Management may also provide a discretionary salary increase of up to an additional 0.50% for SHRA employees who received a 2018 final overall rating of

“meeting expectations” and may provide a discretionary salary increase of up to an additional 2.99% for SHRA employees who received a 2018 final overall rating of “exceeding expectations.”

Eligible EHRA employees may receive a discretionary salary increase of up to 2.50% if they received a 2018 final overall rating of “meeting expectations” and may receive a discretionary salary increase of up to 4.99% if they received a 2018 final overall rating of “exceeding expectations.”

These increases are applied to the June 30, 2018 employee base salary and are retroactive to July 1, 2018. The legislature provided state funds will cover the 2% SHRA increase for those in state-funded positions, but UNC System institutions and the System Office must use other available funds to cover remaining required and discretionary increases.

This process will take a few months to complete, but increases will be retroactive to July 1, 2018. Employees will receive a one-time payment once the process is completed. If you have any questions, contact Jessica Moore or Robbie Snuggs in Human Resources.

More good news:

New State-wide Minimum Salary

The legislature also increased the minimum annual salary for permanent employees to \$31,200 (\$15 per hour). This increase is not required for temporary staff. The ARP process must be applied first before the new minimum can be implemented, but the action will be retroactive to July 1, 2018.

2018 Special Bonus Leave

Employees also received a new type of bonus leave; this leave has some different provisions from previous bonus leave allocations and must be tracked separately. SHRA and EHRA permanent employees who earn leave and who are employed as of July 1, 2018 will receive 40 hours of 2018 bonus leave (pro-rated for part-time employees).

UNC-Chapel Hill is completing the updates to the TIM system and will send an email when employees can start applying the 2018 bonus leave. Employees will have one opportunity at the time of implementation to apply this bonus leave retroactively to absences dating back to July 1, 2018. If you have any questions about the bonus leave, please contact Ashley Nicklis or Nancy Maltais.

Active Shooter Response, Full Scale Exercise, and Sexual Assault Training Take Center Stage in July

The Division of Governance, Legal and Risk hosted two sessions in July to train UNC System police officers on response techniques and tactics that officers must use in response to a reported active shooter/armed

assailant on a campus. The Active Shooter Solo Response training was led by the NC Criminal Justice Academy.

Meanwhile, the System's Campus Emergency Management directors met to discuss current issues on campuses and collaborate on working together to enhance campus safety. The meeting was held at the UNC Greensboro Police Headquarters. Training continued for System police officers throughout the summer. A hands-on intensive training course was held at Oak Grove Technologies for UNC System officers. UNC police officers learned how to effectively gain entry into buildings/rooms using effective and safety techniques. This course was taught by former members of the FBI Hostage Rescue Team (HRT) and former specialized military personnel.

In mid-July, Elizabeth City State University conducted a full-scale active shooter/mass casualty training exercise on its campus. Funded by the System Office, the exercise brought together ECSU administrators as well as city and county first responder teams.

The 3rd Annual Response to Sexual Assault for Law Enforcement Training Course took place at the UNCG Police Training Center. The two-day course covered several topics related to sexual assault offenses, including, Title IX, Clery, NC victim's rights, stranger vs. non-stranger sexual assault, attitudes and biases during interviews, effects of trauma on memory, victim advocates, and other relevant topics. In addition to campus law enforcement, attendees included members from campus Title IX and Clery coordinators.

What's next? Regional Enterprise Risk Management workshops are being held on the campuses of East Carolina University and UNC School of the Arts this summer. Tim Wiseman, ECU's assistant vice chancellor for Enterprise Risk Management & Military Programs will provide training to help the institutions to enhance or implement an Enterprise Risk Management function at their institution.

The Office of Compliance and Audit Services launched a Business Process Compliance Certification program for the UNC System's financial staff. Registrants for the certification program will receive training on eight key subject matters for the Business Process Compliance program. In addition, four mini-training sessions will be offered. To register for the certification program or the mini-trainings, click on this link: <https://app.smartsheet.com/b/form/e3ff18532d1f43b4baf1b030209d29a3>.



Get Social with the UNC_System

Follow the UNC_System on social media and see what's happening across the System. Tweet and share our stories.



FROM THE OFFICE OF COMMUNICATIONS | SUBMIT_NEWS@NORTHCAROLINA.EDU | 919.962.9771

Share this email:



[Manage](#) your preferences | [Opt out](#) using TrueRemove™
Got this as a forward? [Sign up](#) to receive our future emails.
View this email [online](#).

The University of North Carolina System Office | PO Box 2688
Chapel Hill, NC | 27514 US

This email was sent to cschiron@northcarolina.edu.
To continue receiving our emails, add us to your address book.

emma