



A Conversation with Dr. Kimberly van Noort

UNC System Senior Vice President for Academic Affairs

How does the Academic Affairs work at the System Office differ from what happens on the curriculum committees and at Academic Affairs Offices at the 17 constituent institutions?

We operate from a much bigger, System-wide picture. Take curricular change, for example. Our role is to look at the broad view to ensure that there's not unnecessary duplication across the System and that proposed programs are responding to student and market demand.

In general, we tackle larger projects that involve all the institutions. For example, the credit for military experience project we are currently working on would ensure that all military personnel and veterans receive

uniform credit for their military training and experiences. Such a policy requires consistency across all 16 of our universities, so naturally, this needs to be ironed out at the System level.

What is one experience you'd like to see every UNC System student carry out before they graduate?

I really think each student should have an external or engaged experience, working in a community outside one's comfort zone. My first choice would be study abroad. But there are lots of other ways you can replicate that experience. Basically, anything that gets students engaged with "difference," whether that's cultural difference or socio-economic difference, and which calls upon students to utilize all the skills they've developed at the University.

Sometimes there's a disconnect between the skills they are developing and how students are taught to apply them. Engaged learning experiences provide opportunities to help a student learn how to use what they've learned—they can be a "magic moment" when everything comes together.

To read the full conversation with Dr. Kimberly van Noort, visit the UNC System [homepage](#).



Higher Education Works: "The UNC System's ask of the 2019 General Assembly"

In January 2019 the UNC Board of Governors adopted a set of budget priorities and a legislative agenda that include a request to fund summer school scholarships, faculty recruitment and retention, repairs and

renovations, and other items. To learn more, read the article published in the [Higher Education Works Foundation](#) (Jan. 25, 2019).



Digital Learning Initiative Symposium Set for March

The 2019 Digital Learning Initiative Symposium will convene faculty, administrators, UNC System Office staff, and online learning professionals to discuss faculty development and learning technology. The symposium will highlight the digital learning innovations happening across the UNC System, with particular emphasis placed on case studies demonstrating effective and efficient digital learning instructional strategies and the learning technologies and delivery models that best support these innovative strategies.

The opening keynote panel will include University of Central Florida's Dr. Patsy Moskal, associate director for the Research Initiative for Teaching Effectiveness; Dr. Charles Dziuban, director for the Research Initiative for Teaching Effectiveness; Colorado Technical University's Dr. Connie Johnson, chief academic officer and provost; and, Realizeit's Dr. Colm Howlin, principal researcher.

To register for the event or to learn more, visit the [Digital Learning Initiative 2019 Symposium](#).



WELCOME ABOARD!

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

Katherine Lynn, senior associate vice president for Finance and Capital Planning, Finance

Scott Murray, assistant vice president for Executive Search & Leadership Programs, Human Resources



A LOOK AHEAD

MARCH

March 14 BESST March Madness Pizza Party, 12-2pm, CSLD Dining Room

March 27-28 [2019 Digital Learning Initiative Symposium](#), Carolina Club, Chapel Hill



Behavioral Health Convening Draws Students, Faculty and Staff from Across the System

The recent 2019 Behavioral Health Convening drew more than 200 attendees representing faculty, staff, and students from all 17 UNC System institutions. The conference speakers included Dr. William Roper, UNC System interim president; Dr. Daniel Eisenberg, director of the Healthy Minds Network; and Kody Kinsley, deputy secretary of the NC Department of Human Health and Services.

There were 21 sessions presented by UNC System faculty, staff, and students. The topics ranged from enhancing faculty mental health wellness to creating campus partnerships that promote resiliency in the student body. The day included visits from three therapy dog participants: Franklin

March 27-29 [2019 UNC System Finance Conference](#), ECU, Greenville

APRIL

April 4 Town Hall, 9-10 a.m., Spangler Board Room

MAY

May 15-17 [2019 UNC System Advancement Symposium](#), ECU, Greenville

May 30-31 [UNC System Safety and Security Conference](#), UNC Asheville (Registration is open)



BOARD OF GOVERNORS Regular Meetings

MARCH 21-22

Full Board Meeting at Appalachian State University

MAY 20-22

Full Board meeting at CSLD

SEPTEMBER 19-20

Full Board meeting at CSLD

OCTOBER 17-18

Full Board meeting at CSLD

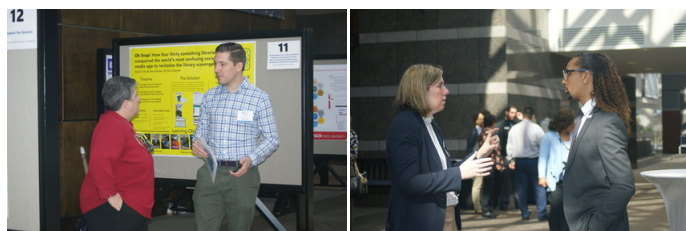
NOVEMBER 14-15

Full Board Meeting at Elizabeth City State University

DECEMBER 13

from UNC-Chapel Hill Police, and Bear and Pete from Canines for Service.

To view presentation topics, download the [Convening App](#) and follow the steps to find the 2019 UNC System Behavioral Health Convening.



Conference Goers Share Innovative Student Success Programs and Initiatives

Engaging in an open conference collaboration activity and attending face-to-face presentations proved to be rewarding experiences for attendees at the UNC System Student Success Conference. Participants shared evidence and stories of innovative programs that support

Full Board meeting at CSLD



STAY INFORMED

Human Resources: Get Connected! Visit HR online for employee benefits and more information.

2019 Upcoming Conferences: Find out about UNC System conference information and registration.

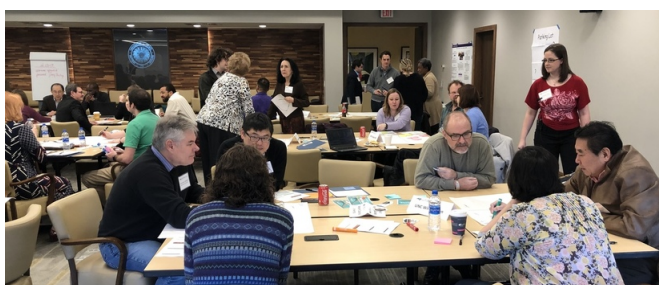
Submit Your News: Want to be included in the next UNC System e-Newsletter? The deadline is February 15. Send information to submit_news@northcarolina.edu.

Team Spotlight: Want to see your team or unit highlighted in the next newsletter? Send us an email and we'll help tell your story. Send inquiries to: submit_news@northcarolina.edu.



student success. A joint effort by the Divisions of Strategy and Policy and Academic Affairs, the event gathered representatives from the all 17 UNC System institutions, who collaborated on programs that help students complete coursework, navigate their degree path more efficiently and graduate on time. Poster presentations and panel sessions focused on improving student success through teaching and learning, advising and support, and financial aid.

Bridget Burns, executive director of University Innovation Alliance, was the opening plenary speaker. A featured presentation, "Leveling the Playing Field by Building Equitable Learning Environment," was led by Dr. Kelly Hogan and Dr. Viji Sathy, award-winning instructors from UNC-Chapel Hill and founders of inclusified. Their work has received national attention in publications such as *The New York Times*, *The Atlantic*, *The Chronicle of Higher Education*, and *Insight Diversity*.



NEW DISCOUNT PROGRAM FOR SYSTEM OFFICE STAFF

The [new Perks online platform](#) includes campus and exclusive local discounts, as well as additional savings such as:

- *Discounted Gift Cards*: Save up to 13 percent on select gift cards. The more you buy, the more you save!
- *Discounted Travel*: Enjoy a free Snazzy Traveler membership (a \$99 value) and unlock savings to 400,000+ hotels and resorts worldwide, including Marriott and Hilton; top car rental brands and cruise lines.
- *Event Tickets*: Save up to 50 percent on tickets to aquariums, concerts, movies, sporting events, theme parks and zoos.
- *Cashback Rewards*: Get up to 30 percent cashback rebates for shopping online at over 1,000 retailers, including Walmart, Target, Best Buy, Old Navy, Restaurant.com, Office Depot and more.

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Start saving today and sign up for your free Perks account at unc.perksconnection.com. Use the group code **GOHEELS**.

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Download the free PerksConnect Plus app and access local deals wherever you go! Register on the app using group code GOHEELS. Present the app (or print the card on the website) at participating businesses and enjoy your Perks. For more discount information, visit the System Office HR website at <https://myapps.northcarolina.edu/hr/system-office-employees/system-office-discounts/>.



Math Pathways Task Force Phase II Kickoff

Over 80 UNC System mathematics and statistics faculty, student success staff, and senior institutional administrators gathered at the UNC System Office to kick off Phase 2 of a multi-year effort to address students' DFW (drop, fail, withdraw) rates in entry-level and gateway courses. The most pressing agenda at the convening was the implementation plan for the draft recommendation for moving forward on Math Pathways. The result of a months-long dialogue, the current draft recommendations fall into the areas of advising, data, curriculum & pedagogy, transfer applicability, disciplinary groupings of majors, placement, K-14, student support, and faculty engagement.

University teams left the two-day workshop with a blueprint for math pathways implementations at the institution level. A special thanks to ECU Chief Academic Officer Ron Mitchelson for attending along with his 12-person team. Both ECU and N.C. A&T have named Math Pathways as

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[North Carolina Central University](#)

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[UNC Wilmington](#)

[UNC School of the Arts](#)

[Western Carolina University](#)

[Winston-Salem State University](#)

[NC School of Science and Mathematics](#)

their Quality Enhancement Plan (QEP) topic.

In April the UNC System will award institutional grants for the 2019-20 academic year. The grants are funded by the John M. Belk Foundation in conjunction with the Student Success Innovation Lab.



Chili Cook-off Hits the Spot

Seven staff contestants took a shot to see if they could become the UNC System's Chili Cook-off winner. The staffers who came to support (and eat) were not disappointed. This year's winners are:

- Trophy winner: Neeta Gropper
- Gold medal: Anne Schwarz
- Silver medals: Anne Brown, Chris Chiron, and Eric Zwieg

- Bronze medals: Kim Evans and Scott Murray

Thanks to our System Office judges for their discerning taste buds!: Matt Brody, Terence Baker, Kathy Bryant, Sarah Smith and Matt Johnson. A special thanks from Human Resources for everyone who participated. Stay tuned for more!

TECHNICALLY SPEAKING...

Gone Phishing

Spam, phishing, and other unpleasant emails are bombarding email systems everywhere. The UNC System Office's IT department has tools in place to scan these messages before they even reach our email system. Each email is scored based on criteria that are set in the tools. One of three things can happen based on the score each message receives:

1. **Low:** The message is passed on to our email system.
2. **Medium:** The message is tagged with [SPAM ALERT], warning the user to be careful as it may be spam.
3. **High:** The message is blocked and dropped from the system.

The UNC System Office email system receives over 15,000 email messages every business day. Over 30% of those emails receive a **Medium** or **High** score and are processed as spam. We are continually working to refine our tools to score and process emails appropriately. In either case below, you can forward the message to spam@northcarolina.edu:

- You receive an email that is not marked with [SPAM ALERT] and you believe it is spam.
- You receive an email that is marked with [SPAM ALERT] and you don't believe it should not be.

Note: We ask that you do not forward these messages to help@northcarolina.edu so that the message content and original sender email address are not stored on the ticketing system. The IT team will create tickets as needed for these events. If you believe emails are being sent to you from an external entity that you are not receiving, send an email with as much information as you can to spam@northcarolina.edu, and we will investigate.

Where's My Email Going?

Yes, it's true, we are changing our email system. We have initiated a pilot project to migrate a small subset of email accounts from our current email server to cloud-based Microsoft Office 365 email services. This pilot effort should be completed in March 2019. We will then develop the plan to move the remaining email accounts to Office 365 and provide additional communications, documentation, and education materials for this effort. The new system is set to increase the availability, reliability, and security of our email service. We will also be introducing other Microsoft products in later phases of the project, such as Teams, Sharepoint, and OneDrive, may replace existing products used at the System Office. More to come!



Spotlight: Introducing the UNC System's Leadership and Talent Acquisition Team

Leadership Development and Talent Acquisition is a “talented” team of three human resources professionals who support the UNC System executive search committees – including the Board of Trustees, UNC System President, and System leadership – on chancellor and other searches. In addition, plans are underway to launch a new UNC System Executive Leadership Institute, a leadership development program to identify high performing executive leaders across the system and ensure that these individuals’ development and training will meet the future needs of the University system. In the upcoming weeks, a

new Talent Acquisition Consultant will join the team and be responsible for talent acquisition, working with System hiring managers for new hires, and the onboarding process.

Lynn Duffy, senior associate vice president of Leadership Development and Talent Acquisition, brings extensive experience in leadership recruitment, executive and leadership development and organizational effectiveness. In her current role, she is responsible for chancellor searches, leadership development, and succession planning. Before joining the System Office, Lynn founded Talent Builders, a talent management consulting and executive coaching firm. Previously, Lynn was vice president of Human Resources at Blue Cross and Blue Shield North Carolina and with Citi Group in the Latin American Investment Bank and International Corporate Finance Divisions. She received a bachelor's degree from Cornell University in Industrial and Labor Relations and completed a master's degree in Executive Coaching at London's Middlesex University. She also holds an International Coach Federation ACC credential.

Scott Murray is the assistant vice president of Executive Search and Leadership Development. In this role, he facilitates and supports executive-level searches, leadership development initiatives, and talent acquisition. Scott, who joined the team in February 2019 (and placed in the System's Chili Cook-off last week), brings with him a great depth of experience in leadership training and searches. He has spent the past eight years as an attorney with the NC School Boards Association where he assisted local school boards with policies, legal training, and superintendent searches. Scott has a bachelor's in English, a master's in Teaching, and a Juris Doctor from UNC-Chapel Hill.

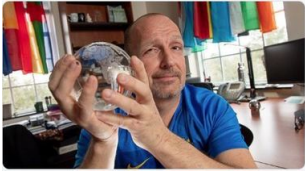
Marissa Grey is the team's program specialist, responsible for providing administrative and logistical support for the group. She assists in multiple areas, including organizing chancellor search interviews, managing projects, and supporting the educational platform and talent management system. Marissa graduated with a bachelor's in sociology and a masters' in international studies from East Carolina University (Argggggh!). Before joining the System Office, she taught communicative English in Thailand and was a graduate research assistant at ECU.

Packing a powerful punch, this team has a clear vision to bring in great people to the organization and make it a first-choice employer in the state.

"We are working to strengthen the UNC System Office employment brand, raise our visibility in the labor market, and attract the best talent for all positions," said Duffy. "Our goals are many and we moving full steam ahead."

These goals include creating processes to identify and cultivate internal talent within the UNC System which will provide a deep pool for leadership positions and partnering with HR officers and hiring managers at the institutions to share best practices.

What else do they have in store for us? Coming soon, the Leadership and Talent Acquisition team will launch a new onboarding program to introduce new employees to their job, coworkers, and the organization so they have the resources necessary to become successful team members and UNC insiders.



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