


**Board of Trustees  
University Affairs Committee**

**Faculty of the Future**

Ericka Smith, Vice Chancellor for Human Resources  
*September 16, 2016*

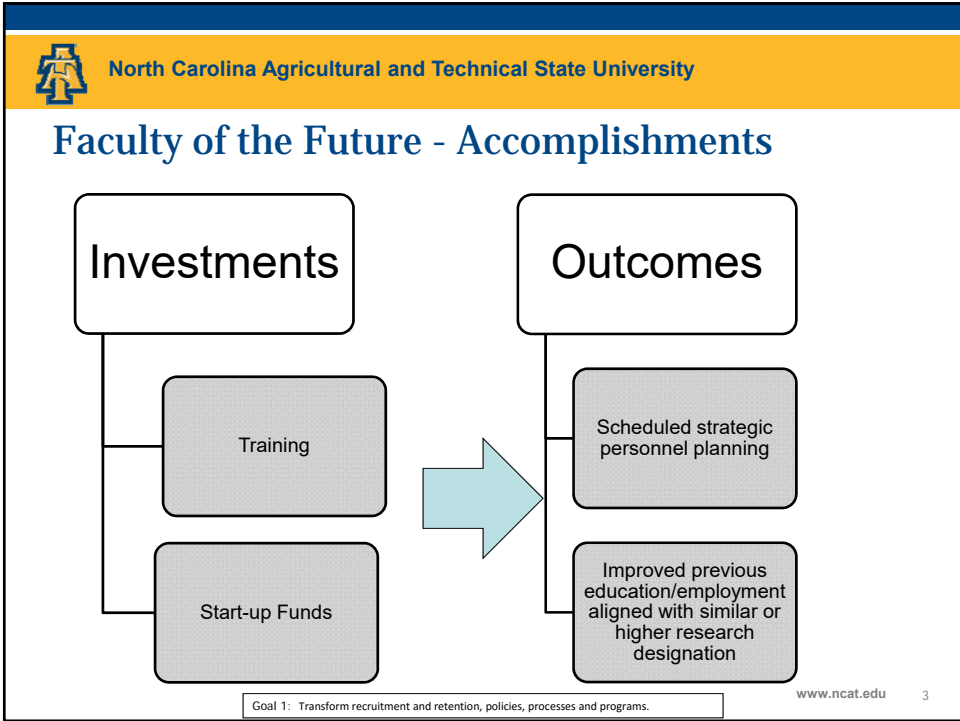


**North Carolina Agricultural and Technical State University**

 North Carolina Agricultural and Technical State University

### Division of Human Resources - Strategic Goals 2016-2020

<p>Goal 1</p> <hr style="width: 20%; margin: 5px auto;"/> <p>Transform recruitment and retention, policies, processes and programs</p>	<p>Goal 2</p> <hr style="width: 20%; margin: 5px auto;"/> <p>Build a culture of development and performance management</p>	<p>Goal 3</p> <hr style="width: 20%; margin: 5px auto;"/> <p>Develop, encourage and promote a work life wellness/ balance (healthy culture)</p>	<p>Goal 4</p> <hr style="width: 20%; margin: 5px auto;"/> <p>Achieve and sustain DHR efficiency, effectiveness and value</p>
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**North Carolina Agricultural and Technical State University**

### Faculty of the Future Update

2016 University PhD Received	# of Degree Received	2015 University PhD Received	# of Degree Received
Auburn University	1	ECU	1
CUNY	1	Indiana State University	1
Laval University, Canada	1	N/A	2
Louisiana State University	1	NCAT	1
NC State University	1	North Carolina State University	1
Old Dominion University	1	Southern Illinois University	1
Purdue University	1	UNC	1
Texas A&M University	1	University of Florida	1
The Ohio State University	1	University of Georgia	1
University of Arkansas	1	University of Nevada	1
University of College Cork, Ireland	1	University of Saskatchewan, Canada	1
University of Delaware	1	University of Texas, Auburn	1
University of Florida	1	Duke University	1
University of Maryland	1	<b>Grand Total</b>	<b>14</b>
University of North Carolina, Chapel Hill	1		
University of North Carolina, Charlotte	1		
University of South Florida	1		
University of Tennessee	1		
Virginia Tech	1		
University of North Carolina, Greensboro	1		
<b>Grand Total</b>	<b>20</b>		

Goal 1: Transform recruitment and retention policies, processes and programs. www.ncat.edu 4



### Faculty of the Future

#### 2015-16 AY

- \$141,000 start up funds, provided in offer letter
- 50% of the FT faculty earned their PhD from “flagship” universities.
- 50% of the total new faculty hired received their degrees from Carnegie Classifications of Institutions of Higher Education rankings of “Highest Research Activity.”

#### 2016-2017 AY

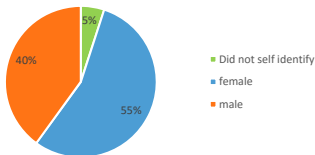
- \$191,000 start up funds provided in offer letter
- 50% of the FT faculty earned their PhD from “flagship” universities.
- 75% of the total new faculty hired received their degrees from Carnegie Classifications of Institutions of Higher Education rankings of “Highest Research Activity.”

Goal 1: Transform recruitment and retention policies, processes and programs.

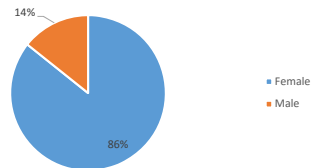


### Faculty of the Future

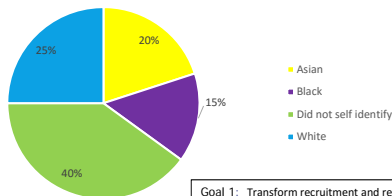
2016 Faculty by Gender



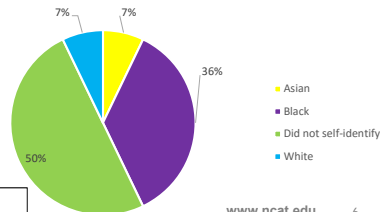
2015 Fall Faculty by Gender



2016 Faculty by Race



2015 Fall Faculty by Race



Goal 1: Transform recruitment and retention, policies, processes and programs.



## What's Next for Faculty of the Future?

- Create and propose salary ranges for tenured and tenure track faculty
- Create and propose salary ranges for non-tenured faculty
- Continuation of Adjunct Model Initiative
  - » Identified best practice models
    - Initiated “clean up” of data
    - Reviewing and creating policies and communications with clear definitions of non-tenured faculty
    - Implementation of new non-tenured faculty model - Spring 2017.

Goal 1: Transform recruitment and retention, policies, processes and programs.

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