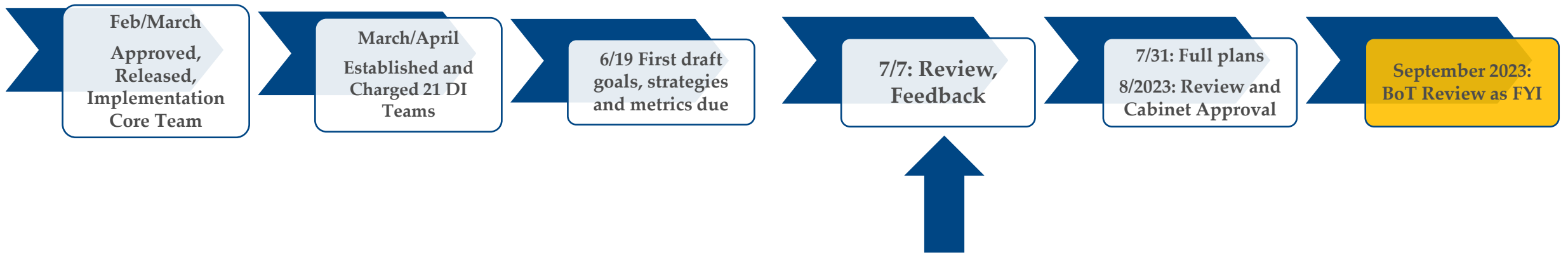


Implementing Preeminence 2030: North Carolina A&T Blueprint

Tonya Smith-Jackson, Provost and Executive Vice Chancellor for
Academic Affairs
Board of Trustees Retreat
July 21, 2023

PREEMINENCE 2030: NORTH CAROLINA A&T BLUEPRINT





5 Goals, 29 Strategies

Goal 1: Transformative Engagement

Create partnerships and solutions that advance the human condition.

Goal 2: Leadership and Innovation

Develop engaged global thought leaders and innovators.

Goal 3: Performance Excellence

Optimize human and physical capital to drive elite performance and operational excellence.

Goal 4: Collaborative and Inclusive Culture

Foster an environment that values individualities and lived experiences so all are empowered to become their best selves..

Goal 5: Responsive Scholarship and Impact

Emerge as a global model for research, teaching, learning, outreach and innovation responsive to universal needs.





Implementation Core Team Lead (#ofDITs)	21 Divisional Implementation Teams (~116 members)
Pompey (2)	Business and Finance
Sills (1)	Human Resources
Muth (1)	Div. of Research and Economic Development
Smith-Jackson (4)	Academic Affairs
Pierce (4)	Student Affairs
Hart (1)	Enrollment Management
Hart (1)	University and External Relations
Holloway (1)	Legal Affairs, Risk and Compliance
Sigmon (1)	Advancement
Minor (1)	Strategic Partnerships
Hilton (1)	Athletics
Jackson (3)	Information Technology Services



PURPOSE

1. Create an implementation plan (action plan that describes what you will do to achieve the goals).
2. Integrate the UNC System performance metrics and research expansion information (charge letter).

SECTIONS OF THE PLAN

1. Overview of the unit
2. Divisional Implementation Team Members
3. Context Description (after reviewing your data)
4. Planning for Success (5 goals, selected strategies, actions, owners)
5. Measuring Success (metrics and measures)
6. Monitoring your success

PROCESS

1. Review the strategic plan.
2. Gather inputs from stakeholders.
3. Identify strategies, actions, metrics, owners.
4. Engage with other implementation teams.
5. Write a concise plan that is easy to follow.

TIMELINE (Revised)

April '23 – Begin
June 19: Draft of implementation table
July 7: Review and feedback
July 31: Full plan draft due
August: Final alignment checks (DI team leads), Cabinet review and approval
September BoT meeting – will share plans as FYI



5 Goals and Fit

There are units expressing doubt about the relevance of all 5 goals to their units.

Passive roles

Some teams see themselves in passive roles; not leading or partnering with others.

"Frozen" mindset

Plans are perceived as final documents and not living, malleable documents.



Workload and impact

Some are concerned about implications of other teams' plans (e.g., workload, capabilities)

Mapping

Strategies, actions, metrics do not align; Actions may be too passive to have an impact

Ownership

Teams are not recognizing that part of change management is OWNERSHIP



- Feedback has been provided to all units submitting plans. Noticeable patterns:
 - > Some did not include all 5 goals
 - > Cross-talk opportunities need to improve
 - > Some used too many strategies
 - > Some created too many new strategies
- Gap analysis across strategies has begun and will be completed 7/25/23
- Our four “pillar units” (Legal Affairs, ITS, Business and Finance, Human Resources) will be provided with cross-talk recommendations
- Plan monitoring and reporting will be done by OSPIE (Vice Provost Alex Yin) and the Transformation Office (Transformation Lead: Jonathan Martin)



**NORTH CAROLINA AGRICULTURAL
AND TECHNICAL STATE UNIVERSITY**

