Report:	Assessment Plan Details for: Budget
	Report Generated by TaskStream
Workspace:	Operational Plan & Assessment Report - OPAR
Assessment Plan:	2009-10 Cycle: Assessment Plan and Assessment Findings
Assessment Plan Template:	OPAR Assessment Plan
Report Generated:	Friday, February 25, 2011

Measures and Findings

1.3.2 Seek to improve the salaries of faculty and staff as compared to peer institutions.

Outcome

1.3.2 Improve the salaries of faculty and staff

Mapped to:

- FSU Strategic Priorities, Initiatives, and Indicators: 1.3.2.

Measures & Findings

1. First means of assessment

Details/Description:
Work in conjunction with the University Cabinet, Academic Affairs, and Human Resources to implement the university pay philosophy and develop a policy identifying campus priorities in order to deploy a strategy to bring faculty and staff salaries in line with peer institutions. Also implement a strategy to ensure the effective use of Campus- Initiated Tuition Increase to improve recruitment and retention as it relates to salary.
http://www.uncfsu.edu/budget/

Acceptable Target:

Implementation Plan (timeline):

Key/Responsible Personnel:

Supporting Attachments:

Findings for 1. First means of assessment

Summary of Findings: Per UNC memorandum from President Erskine Bowles to Members of the Board of Governors; reference Recommendation for Tuition and Fees for Fiscal 2009-10 dated January 26, 2009. In light of the current budget situation, universities are advised to implement plans to forego the opportunity to attract and retain critical faculty; foregoing the opportunity to close the gap in faculty salaries and Carnegie Peer institutions as requested by FSU as part of 2009-10 tuition and fees request.

Acceptable Target Achievement: Not Met

Recommendations : Once the budget situation stabilizes, request to utilize 50% of Campus Initiated Tuition Increase (CITI) to help increase faculty salaries to the 80th percentile of Carnegie Peer institutions.

Reflections/Notes : Upon further review, it has been determined that the above cannot be completed or impacted by the University Budget Office. The Budget Office will continue to work within the framework and guidance set forth by the Board of Governors, UNC President, and the University Chancellor regarding CITI. The Budget Office will keep the University Chancellor and University Cabinet informed on available appropriations and await their guidance on budget priorities.

Substantiating Evidence:

2009-10 UNC GA-Presidents Recommendations on Tuition and Fees (Adobe Acrobat Document)

2. Second means of assessment

Details/Description: Once university pay

Findings for 2. Second means of assessment

philosophy is completely adopted, work with HR to analyze Fayetteville State faculty and staff salary against peer institutions.

Acceptable Target:

Implementation Plan (timeline):

Key/Responsible Personnel:

Supporting Attachments:

Summary of Findings: Per UNC memorandum from President Erskine Bowles to Members of the Board of Governors; reference Recommendation for Tuition and Fees for Fiscal 2009-10 dated January 26, 2009. In light of the current budget situation, universities are advised to implement plans to forego the opportunity to attract and retain critical faculty; foregoing the opportunity to close the gap in faculty salaries and Carnegie Peer institutions as requested by FSU as part of 2009-10 tuition and fees request.

Acceptable Target Achievement: Not Met

Recommendations : Once the budget situation stabilizes, use available resources, including CITI to adjust permanent faculty and staff positions to the 80th percentile of Carnegie Peer institutions.

Reflections/Notes : Upon further review, it has been determined that the above cannot be completed or impacted by the University Budget Office. The Budget Office will continue to work within the framework and guidance set forth by the Board of Governors, UNC President, and the University Chancellor regarding CITI. The Budget Office will keep the University Chancellor and University Cabinet informed on available appropriations and await their guidance on budget priorities.

Substantiating Evidence:

2009-10 UNC GA-Presidents Recommendations on Tuition and Fees (Adobe Acrobat Document)

1.6.1 Increase availability of information technology resources and services in all facilities.

Outcome

1.6.1 Increase availability of information

Measures & Findings

Mapped to:

- FSU Strategic Priorities, Initiatives, and Indicators: 1.6.1.

1. First means of assessment

Details/Description: Work with facilities to update Bond project close-out report, reconciling banner finance with CAPSTAT to determine if all available funding for Capital Improvement projects is accounted for and utilized ensuring a minimal or no percentage of the funds are returned to Office of State Budget and Management unused. http://blackboard.uncfsu.edu/

Acceptable Target:

Implementation Plan (timeline):

Key/Responsible Personnel:

Supporting Attachments:

Findings for 1. First means of assessment

Summary of Findings: Bond project close-out report revealed that all projects reconcile in banner finance and CAPSTAT and that 16 of 18 projects have been properly closed-out. Lyons Science and Laboratory Building - Comprehensive Renovation & Addition completion form was submitted on March 26, 2010 and the William Collins Building - Comprehensive Renovation completion form was submitted on March 29, 2010.

Acceptable Target Achievement: Not Met

Recommendations : Obtain a copy of Completion form information.

Reflections/Notes : Upon further review, it has been determined that project close-out cannot be completed or determined by the University Budget Office.

Substantiating Evidence:

Bond Project Completion Form (Microsoft Excel)

2. Second means of assessment

Details/Description: Work in conjunction with the University Cabinet, Academic Affairs, and ITTS to develop and implement a strategy to improve available budgetary resources to improve campus information technology. Strategy should include ways to identify and effectively utilize all available funding sources to include the effective use of Campus- Initiated Tuition Increases (CITI) to refresh technology equipment. Review the CITI portion of the University of North Carolina resolution authorizing tuition to determine if a Campus- Initiated Tuition Increase was approved by the Board of Governors, and if FSU set aside funding to support technology improvements. http://www.uncfsu.edu/budget/

Acceptable Target:

Implementation Plan (timeline):

Key/Responsible Personnel:

Supporting Attachments:

Findings for 2. Second means of assessment

Summary of Findings: Per UNC memorandum from President Erskine Bowles to Members of the Board of Governors; reference Recommendation for Tuition and Fees for Fiscal 2009-10 dated January 26, 2009. In light of the current budget situation, universities are advised to implement plans to foregoing the opportunity to obtain state-of-the-art technology; as part of 2009-10 Campus-Initiated Tuition Increases request.

Acceptable Target Achievement: Not Met

Recommendations : Once the budget situation stabilizes, use available resources, including CITI to upgrade and support technology improvements.

Reflections/Notes : Upon further review, it has been determined that the above cannot be completed or impacted by the University Budget Office. The Budget Office will continue to work within the framework and guidance set forth by the Board of Governors, UNC President, and the University Chancellor regarding CITI. The Budget Office will keep the University Chancellor and University Cabinet informed on available appropriations and await their guidance on budget priorities.

Substantiating Evidence:

2009-10 UNC GA-Presidents Recommendations on Tuition and Fees (Adobe Acrobat Document)

1.6.4 Monitor and distribute budgetary resources to units based on implementation of strategic priorities, cost

effectiveness, productivity, and efficiency of programs and services.

Outcome

1.6.4 Monitor and distribute budgetary resources

Mapped to:

- FSU Strategic Priorities, Initiatives, and Indicators: 1.6.4.

Measures & Findings

1. First means of assessment

Details/Description: Feedback from faculty and staff via Campus Quality Survey with a goal of achieving a total mean rating of 3.4 http://www.uncfsu.edu/uts/CQS.htm

Campus Quality Survey (spring, 2009) used a scale of 1 (poor) to 5 (excellent) for all employees to rate services. The highest score from all employees was 3.692 and the lowest was 2.571.
• Budget planning and coordination 3.093

Acceptable Target:

Implementation Plan (timeline):

Key/Responsible Personnel:

Supporting Attachments:

Findings for 1. First means of assessment

Summary of Findings: Pending release of Campus Quality Survey 2010 results.

Acceptable Target Achievement: Not Met

Recommendations : Pending results.

Reflections/Notes : Upon further review, it has been determined that the University Budget Office should focus efforts to develop a more direct assessment method.

Substantiating Evidence:

2009 Assessment of Programs and Services (Adobe Acrobat Document)

2. Second means of assessment

Details/Description: Determine if item #1 has been developed review the FY 2010-11 budget development process on the budget office website. The goal is to have this accomplished by July 2010. To include a Student Credit Hour Funding Model to calculate academic departments' percentage of the total student credit hours for the University in order to allocate budgets based on a percentage. http://www.uncfsu.edu/budget/

Acceptable Target:

Implementation Plan (timeline):

Key/Responsible Personnel:

Supporting Attachments:

Findings for 2. Second means of assessment

Summary of Findings: Pending release of Campus Quality Survey 2010 results.

Acceptable Target Achievement: Met

Recommendations : Pending results.

Reflections/Notes : Upon review, it has been determined that until the state budget situation stabilizes the process should remain flexible as conditions are constantly changing. As a result the University Budget Office will continue to work with the University Chancellor and Cabinet on ways to effectively manage and utilize available funding that is consistent with the university strategic plan and priorities while remaining within the framework and guidance set forth by the Office Of State Budget and Management, the Board of Governors, and the UNC President.

Substantiating Evidence:

6.1.1 Establish a budget development process that is transparent, provides checks and balances, provides efficiency of operations and expenditures, and supports the university's priorities.

Outcome

6.1.1 Establish a budget development process

Measures & Findings

Mapped to:

- FSU Strategic Priorities, Initiatives, and Indicators: 6.1.1.

1. First means of assessment

Details/Description: Feedback from faculty and staff via Campus Quality Survey with a goal of achieving a total mean rating of 3.4 http://www.uncfsu.edu/uts/CQS.htm

Campus Quality Survey (spring, 2009) used a scale of 1 (poor) to 5 (excellent) for all employees to rate services. The highest score from all employees was 3.692 and the lowest was 2.571.
• Budget planning and coordination 3.093

Acceptable Target:

Implementation Plan (timeline):

Key/Responsible Personnel:

Supporting Attachments:

Findings for 1. First means of assessment

Summary of Findings: Pending release of Campus Quality Survey 2010 results.

Acceptable Target Achievement: Not Met

Recommendations : Pending results.

Reflections/Notes : Upon further review, it has been determined that the University Budget Office should focus efforts to develop a more direct assessment method.

Substantiating Evidence:

2. Second means of assessment

Details/Description: Determine if item #1 has been developed review the policy statement on the budget office website. The goal is to have this accomplished by May 2010.

Determine if item #2 has been developed list the committee members on the budget office website. The goal is to have this accomplished by May 2010. http://www.uncfsu.edu/budget/

Acceptable Target:

Implementation Plan (timeline):

Key/Responsible Personnel:

Supporting Attachments:

Findings for 2. Second means of assessment

Summary of Findings: Items #1 & 2 are currently being developed and pending completion.

Acceptable Target Achievement: Met

Recommendations : Goal to have both accomplished prior to new fiscal year.

Reflections/Notes : Upon review, it has been determined that until the state budget situation stabilizes the process should remain flexible as conditions are constantly changing. As a result the University Budget Office will continue to work with the University Chancellor and Cabinet on ways to effectively manage and utilize available funding that is consistent with the university strategic plan and priorities while remaining within the framework and guidance set forth by the Office Of State Budget and Management, the Board of Governors, and the UNC President. Budget Advisory Committee established July 2010.

Substantiating Evidence:

Budget Advisory Committee (Adobe Acrobat Document)