

Budget Reductions – Additional Information

The University of North Carolina at Greensboro

1. Management Flexibility Plan Positions

Category A SAAOs or Middle Management

Associate Vice Chancellor for Data Services (SAAO) (1.0)
Associate Provost for Enrollment Services (SAAO) (1.0)
Associate Provost for Undergraduate Education (SAAO) (1.0)
Associate Provost for Research (SAAO) (1.0)
Assistant Vice Chancellor for University Relations (SAAO)(1.0)
Assistant Vice Chancellor for Foundation Finance (SAAO) (1.0)
Assistant Vice Chancellor for Service Assurance/Project Management (SAAO) (1.0)
Assistant Vice Chancellor for Facilities (SAAO) (1.0)
Assistant Vice Chancellor for Academic Resources (SAAO) (1.0)
Director of Development – University Advancement (SAAO) (0.5)
Director of Development – University Advancement (SAAO) (1.0)
Director, Student Affairs (SAAO) (1.0)
Director of Development-University Advancement (SAAO) (1.0)
Assistant Director of Admissions (SAAO) (1.0)
Assistant Director of Admissions (SAAO) (1.0)
Executive Director of A+ Schools (0.5)
Director, Academic Systems and Student Achievement (1.0)
Director of Office of Adult Students (0.67)
Director Center for Laboratory of Virtual Science Environments (1.0)
Director Center for Women’s Health and Wellness (0.25)
Director of Center for Business & Economic Research (1.0)
Director (Administrative Services) (1.0)
Director – Orientation (1.0)
Program Director of A+ Schools (0.5)
Assistant Director – Orientation (0.39)
IT Manager – Advanced (1.0)
Admin Officer III – Information Technology Services (0.75)
University Program Specialist – Business Affairs (1.0)

Category B – Other Positions

Assistant to the Dean for Economic Development
Auditor
IT04 Oper. System Analyst
Case Manager – Student Affairs
It01bt Applications Technician
Career Counselor
Instructional Technology Consultant

Clinical Supervisors

Administrative Support Associate- Centers & Institutes
Administrative Support Assoc – Immunization Office
Ad01 Admin Support Associate - Facilities
Administrative Support Associate Office of Adult Students
Admin Support Specialist – Information Technology Services
Administrative Support Specialist-Academic Assessment/Planning
Administrative Support Specialist-School of Education
Administrative Support Specialist-Business & Economics
Administrative Support Specialist-Music
Administrative Support Specialist – Provost’s Office
Administrative Support Specialist – Business Affairs
Classroom Technology Specialist – TLC
Public Communications Specialist – Music
iSchool Public Communications Specialist
Student Services Specialist – Graduate School
Electronics Specialist-Information Technology Services
Academic Advisor – B&E
Academic Advisor- Student Academic Services
Research Technician – College of Arts & Sciences
Academic Support – Academic Affairs
IT Administrative Support
Graduate Assistants

2. Position titles that are a part of the remaining portion of the 10% permanent reduction that have not already been listed in #1.

Director(Advising)

Admin Support Associate – Human Resources
Administrative Support Associate – University Advancement
Administrative Support Assoc – University Advancement
Administrative Support Specialist – International Programs
Administrative Support Specialist – University Relations
Administrative Support Specialist – University Advancement
Administrative Support Specialist - Facilities
Operations and Systems Specialist – Information Technology Services
Tech Support Specialist – Information Technology Services
Staff Psychologist
Accounting Technician – Financial Planning and Budgets
Engineering Technician - Facilities
Professional Librarian
IT03 Network Analyst-Journey
Network Specialist
Purchasing Specialist
Facility Maintenance Technician
Staff Psychologist
Os01 Facility Maint Tech Mech

Payroll Technician
Human Resource Specialist
It01bt Applications Technician
Housekeeper
Housekeeper
Housekeeper
Housekeeper
Housekeeper
Is01 Bldg & Environmental Tech
Tech Support Specialist – Information Technology Services
Tech Support Specialist – Information Technology Services
Academic Advisors – College of Arts & Sciences
Academic Advisors – B&E
Academic Advisors
Professional Librarian
Research Administrative Support
Faculty (Multiple)

3. Centers or Institutes that were completely eliminated:
 - Center for Critical Inquiry in the Liberal Arts
 - Interdisciplinary Center for Obesity Prevention
4. Centers or Institutes whose entire state funding has been eliminated, funded from non-state resources:
 - Center for Business and Economic Research
 - McDowell Research Center for Global IT Management
 - Center for Educational Studies and Development
 - Center for Women’s Health and Wellness
 - Family Research Center
5. Centers or Institutes whose state funds budget was reduced by 50% or more since 2008-09:
 - A+ Schools
6. Examples of information for presentation to the Board of Governor’s September Policy Workshop
 - a. Academic leadership has determined that the requirement that entering freshmen acquire a laptop computer should be abandoned because of the increasing technology resources available to all students.. A fund that has been set aside to provide student aid dollars for this purpose and to hold harmless needy students is being eliminated. This is a significant savings and mitigates the cuts that would have to be assigned to existing instructional and research programs and student/faculty service initiatives. In addition eliminating this program reduces the financial burden on all incoming students whose disciplines do not require this type of technology. Estimated annual savings by eliminating this funding is \$700,000.

In conjunction with the elimination of the Laptop requirement, a separate Student Laptop Support Center (designed to support the specific laptops required under this initiative) is no longer needed and the scale will be reduced. The obligation to support laptops will not disappear but it will be integrated into campus wide support. Merging this with the Tech Services center will allow us to eliminate 2 fulltime permanent positions including 1 supervisory position and to better utilize our existing Tech Support Center resources and management. In addition it allows better utilization of the limited space available on campus. Savings are estimated to be \$101,271 annually in personnel costs along with \$5600/year in overhead.

Total Savings from the elimination of the Student Laptop initiative is estimated at \$806,871

- b. Deans reviewed faculty workload assignments and increased them where possible, thereby reducing the need for part-time or temporary faculty. This increases student access to tenured/tenure-track faculty, yet impedes to some degree the development of scholarly activity among the faculty.
- c. Seats in selected course sections were expanded to the degree that classrooms will allow (so some sections could be cancelled because of lack of funding to hire faculty), mitigating to some degree the challenges with time-to-degree that a reduction in course offerings would have.
- d. The Enrollment Services "division" was reorganized, resulting in the abolishment of an Associate Provost for Enrollment Services and the realignment of operating units to appropriate places.
- e. UNCG eliminated six positions in University Advancement, associated with development, university relations, and alumni affairs, as well as substantial operating dollars from this division. Positions had been added during the very successful Student's First Campaign, which concluded July 31, 2009 having raised more than \$115,000,000. Reductions total more than \$475,000. Duties will be assumed by existing staff.
- f. UNCG eliminated the Office of Adult Students and associated managerial and administrative positions. Adult students will be served by counselors in other offices and programs within the Office of the Vice Chancellor for Student Affairs. Administrative savings equal approximately \$125,000 without impact on direct services to students.
- g. UNCG has put a number of publications on line, including the Chancellor's Annual Report, the summer issue of the UNCG Magazine, the Campus Weekly circulated to all faculty and staff, and the student handbook/calendars previously

provided to faculty and staff as courtesy copies, for an annual savings of approximately \$100,000.

- h. Elimination of MIS Middle Management and reduction of FTE of SAAO position
UNCG ITS will eliminate one MIS management position increasing the responsibilities of remaining MIS middle management with savings of \$105,422 salary and \$2800/year in overhead, a total of \$108,222.

UNCG ITS will reduce the FTE of one SAAO position to .75 FTE resulting in a savings of \$28,662.

- i. Outsourcing of Anti Virus/Anti Spam
Outsourcing of Anti Virus/Anti Spam allows us to have a better product at a savings of \$27,440 annually

7. Future Plans or Initiatives

- a. UNCG will review all university personnel currently defined as Administrators based on Federal employment classification code 10 (Executive/Administrative and Managerial) and SAAO I and II to ensure consistency across divisions and accuracy based on the duties and responsibilities of those positions. This review will address how similar positions are coded by other UNC campuses and non-UNC peers. We anticipate reductions in the number of positions titled "Associate/Assistant Vice Chancellor/Vice Provost." These reductions assume continued EPA status for positions of responsibility to ensure accountability. This review will be completed no later than November 1, 2009.
- b. UNCG will review and assess the effectiveness of programs designed to enhance retention and graduation rates, support service learning programs and learning communities, and administer internship programs. The goal is to streamline duplication and redundant administrative structures, enabling UNCG to provide opportunities to students by investing more efficiently in fewer programs with demonstrated greater impact. This review will be completed no later than December 31, 2009.
- c. UNCG will review the operation of existing Centers and Institutes, identify opportunities to consolidate support for existing Centers and Institutes, and enhance external/non-state support for Center and Institute programs and research. This review will be completed no later than December 31, 2009.
- d. UNCG's participation in SciQuest, if funded and implemented, carries significant projected annual savings in both direct savings to departments and indirect savings to UNCG.

- e. UNCG will shift responsibility for maintenance of the university website to the Office of Information Technology Services (ITS). Currently responsibility for technical support is split between the Office of University Advancement and ITS. UNCG will also identify other opportunities to consolidate IT functions to enhance efficiency and effectiveness. This review will be completed no later than December 31, 2009.
- f. UNCG will review the Bain & Company Final Report prepared for UNC-Chapel Hill and identify options applicable to our continued efforts to reduce administrative expenses and improve the efficiency and effectiveness of our organization.
- g. UNCG ITS is doing pilot testing on outsourcing of Faculty/Staff email. If successful this will result in possible annual hardware and software savings.