

North Carolina A&T State University Board of Trustees Report

November 19-20, 2009



North Carolina A&T State University: A Forward Look

Center for Leadership and Organizational Excellence (CLOE)

Faculty and Staff Development Plan



North Carolina A&T State University: A Forward Look

Faculty and Staff Development Plan

- University approved funding for a 3-year plan (FY '09-'10 through FY '11-'12)
 - Funding source: Title III
- Supervisory/Management instructional design targeted for completion and launch: January 2010 launch
- Collaborating with Dean's Council to identify campus faculty to teach applicable classes
- Establishing Training Specialist position within DHR (January 2010)
 - Help to facilitate training classes and program coordination
- University's intranet will be utilized to advertise classes and link to registration website operated by DoIT
 - December 2009





Center for Leadership and Organizational Excellence (CLOE)

Service Engagement Culture Initiative



North Carolina A&T State University: A Forward Look

Service Engagement Culture Initiative

- Operating Infrastructure (see Handout 1)
 - Steering Committee
 - Operating Committee
- Title III Funding approved through end of FY 09-10
- Assessment and Engagement: November through January
 - Survey and Follow-up with Focus Groups
- Manager Training (25) in pilot areas: Admissions, Student Financial Aid, Treasurer's Office, Registrar's Office
 - "Creating and Sustaining a Culture of Service"
 - By February 15, 2010
- Employee Training (80) in pilot areas
 - "Acting, Thinking, and Being a Servant Leader: The Imperative of Service"
 - March – May 2010
- Marketing and Campus Awareness
 - Collaborating with University Relations to develop strategies
- Develop robust website
 - Potential Vendors being identified



UNC Finance Improvement and Transformation Project (FIT)

BANNER HR/Payroll Project



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BANNER HR/Payroll Project

- NC A&T Timeline
 - Additional Resources discussed by the Steering Committee
 - Sungard Consultant required for project assessment for our campus
 - Completed October 6 – 8, 2009; Assessment Report Received
 - Analyzing Recommendations
 - Data Analysis and Cleanup
 - October 1, 2009 UNC FIT Pre-Certification Review
 - October 28, 2009 UNC FIT Final Certification
 - Pending UNC FIT Re-scheduling
 - BANNER System Upgrade
 - October 17 – 21, 2009 upgrade from BANNER 7.x to 8.x
 - Completed on Schedule
 - Interfaces
 - KRONOS – Physical Plant
 - Rescheduled: January 2009
 - Federal Workstudy
 - On Schedule: December 2009
 - State Health Plan
 - E-Benefits will replace interface



BANNER HR/Payroll Project

- NC A&T Timeline
 - HR-Payroll Advisory Committee
 - Monthly Status Updates for the HR/Payroll implementation campuses
 - Preparation Tasks List Distributed
 - Outlines numerous activities and tasks that should be undertaken in preparation for the implementation.
 - Advance work allows time for decisions to be discussed with all interested parties prior to finalization.
 - Communication and Training (See Handout 2)
 - Develop a plan to coordinate with UNC FIT Campus Rollout Timeline
 - Revised Training Schedule
 - January 2009 thru March 2010
 - Partnership with Division of Human Resources and UNC FIT
 - Communication Plan
 - Campus Engagement with announcements and updates including Staff Senate, Faculty Senate, and Provost's Administrative Council
 - Targeted Audience
 - Payroll Coordinators
 - Supervisors
 - Faculty and Staff
 - Students and Temporaries



HR Policies (Require BOT Approval)



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HR Policies (Require BOT Approval)

Institutional Plan for Management Flexibility

(See Appendix A)

- Employment Policies for EPA Non-Faculty
- Supplemental Compensation for Professional Services
- Non-Salary and Deferred Compensation Policy





Benefits



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NCFLEX Update

Open Enrollment was October 5, 2009 through October 30, 2009

	<u>Enrollment Summary 2009</u>	<u>Enrollment Summary 2010</u>	<u>Percent Change</u>
Cancer Insurance	204	260	27.45%
Dental	950	1048	3.31%
Vision	835	942	12.81%
CORE AD&D (New)	0	225	
Critical Illness Plan	93	185	98.30%
Voluntary AD&D	627	708	12.90%
Dependent Spending Acct.	32	35	9.30%
Flexible Spending Acct.	284	290	2.10%
Term Life (Pending Approval 2010)	514		

