

Board of Trustees

April 19, 2013

11:00 am – 1:00 pm

Alumni-Foundation Event Center

Human Resources Committee



North Carolina Agricultural and Technical State University

AFFIRMATIVE ACTION PLANNING

Peoplefluent

Software Proposal



North Carolina Agricultural and Technical State University



Affirmative Action Plan OFCCP Federal Requirement

- Affirmative Action Program Narrative Females, Minorities, Veterans, Persons with Disabilities
- Workforce Analysis
- Job Group Analysis
- Incumbency vs. Availability
- Placement Goals
- Goal Attainment
- OFCCP Item #11 Listing for Compensation (as needed)
- Applies to both state and federal requirements

Strategic Goal 5: Foster a more diverse and inclusive campus community by promoting cultural awareness, collegiality, and by cultivating respect for diverse people and cultures.



Why Peoplefluent?

- Over 35 years experience
- Depth of Resources
 - » 60 affirmative action consultants
 - » Ph.D. level statisticians
 - » Proven 100% technical compliance software
 - » The capability of using multiple demographic data
 - » Audit Support
 - » Training
- UNC System Schools
 - » Appalachian State University
 - » East Carolina University
 - » NC State University
 - » NC Central University
 - » UNC Chapel Hill
 - » UNC Charlotte
 - » UNC Wilmington
 - » Western Carolina University
 - » UNC Pembroke

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Proposed Partnership at a Glance

- Affirmative Action Plan Development (up to 1,800 employees)
- Policy Language (narrative)
- Impact Ratio Analysis
- Year-End Monitoring & Progress Toward Goals
- Survey of Earned Doctorates Data
- Item #11 of OFCCP Scheduling Letter

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Costs

Software Implementation Service Fees				
Item Description	Quantity	Annual Fee:		
		2013	2014	2015
Affirmative Action Plans (1800 employees)	1 plan	\$6,500	n/a	n/a
Narrative	1 plan	Included	n/a	n/a
Monitoring/Impact Ratio Analysis (IRA)	Year End	Included	n/a	n/a
Compensation Tipping Test 2%-\$2000	1 location	Included	n/a	n/a
AA Planner w/Census and SED	2 users	\$5,085	n/a	n/a
Monitor	2 users	\$1,295	n/a	n/a
Extended Support through 12/14	2 users	\$1,095	\$1,095	\$1,095
Training – web-based	2 users	\$900	n/a	n/a
Total		\$14,875	\$1,095	\$1,095

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Timeline

Get services and agreement agreed upon	Week of April 12
Contract Negotiated and Signed	Week of April 26
Schedule Introduction and Project Planning Meeting	Week of May 1
Statistical Affirmative Action Plan Development <i>(Receive your compliant AAPs in 30 days or less of receipt of all data - guaranteed! Plan development includes 1 pass of the reports - guaranteed! Extensive data scrubbing to include job group assignments, census code assignments, data validation and logic checking is included.) 3 levels</i>	30 day project from receipt of data
Narrative	June
Compensation – 2%-\$2000: OFCCP Desk Audit Threshold Analysis at the University Compliant Level	June
Year End Monitoring and Adverse Impact Analysis	December
Web based AAP Reports Review Training	Upon Completion of Plan
Software Training –Planner Suite	Sept/Oct
Unlimited Telephone Consulting for one year	Year round
Unlimited Telephone Audit Support for one year	Year round

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Next Steps

- Cabinet Approved: April 8, 2013
- Contract Negotiation (sole source justification) and Authorization
- Board of Trustees Notification: April 19, 2013
- Project Planning Meeting

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Banner HR/Payroll Reporting Capabilities



North Carolina Agricultural and Technical State University



Banner HR/Payroll Reporting Capabilities

- HR Data Mart (collaborated with UNC-GA Fit Team)
 - 2013 Data Enhancements – Pilot Status was given for 3rd Phase – Temporary Employees
 - Phase 1: Employee / Position data View
 - Phase 2: Compensation data view
 - Personnel Data File (PDF) will be reported via DataMart for the first time, effective September 30, 2013
 - Improves data integrity for University and UNC-System
 - Supports data access and analysis across UNC-System vs. University level only
- WebFocus Reporting Tool
 - PeopleAdmin Data Extract
 - Report being developed to upload production dataset to test environment
 - Peoplefluent Data Extract
 - Report being developed to upload production dataset for outsourcing requirements
- BANNER Hosting Project
 - » Scope: The university had decided to migrate our core Banner application and Banner applications into a hosted environment managed by UNC-GA. The core infrastructure includes Internet Native Banner (INB), Self Service Banner (SSB, Aggie Access Online), the Operational Data Store, the WebFocus reporting application and the Banner Oracle database. We will be the seventh university within the UNC system to take advantage of this opportunity. Our Banner ERP system will be hosted in the Western Data Center, a facility established several years ago by state ITS.
 - » Test Plan for Banner HR/Payroll (Key milestones):

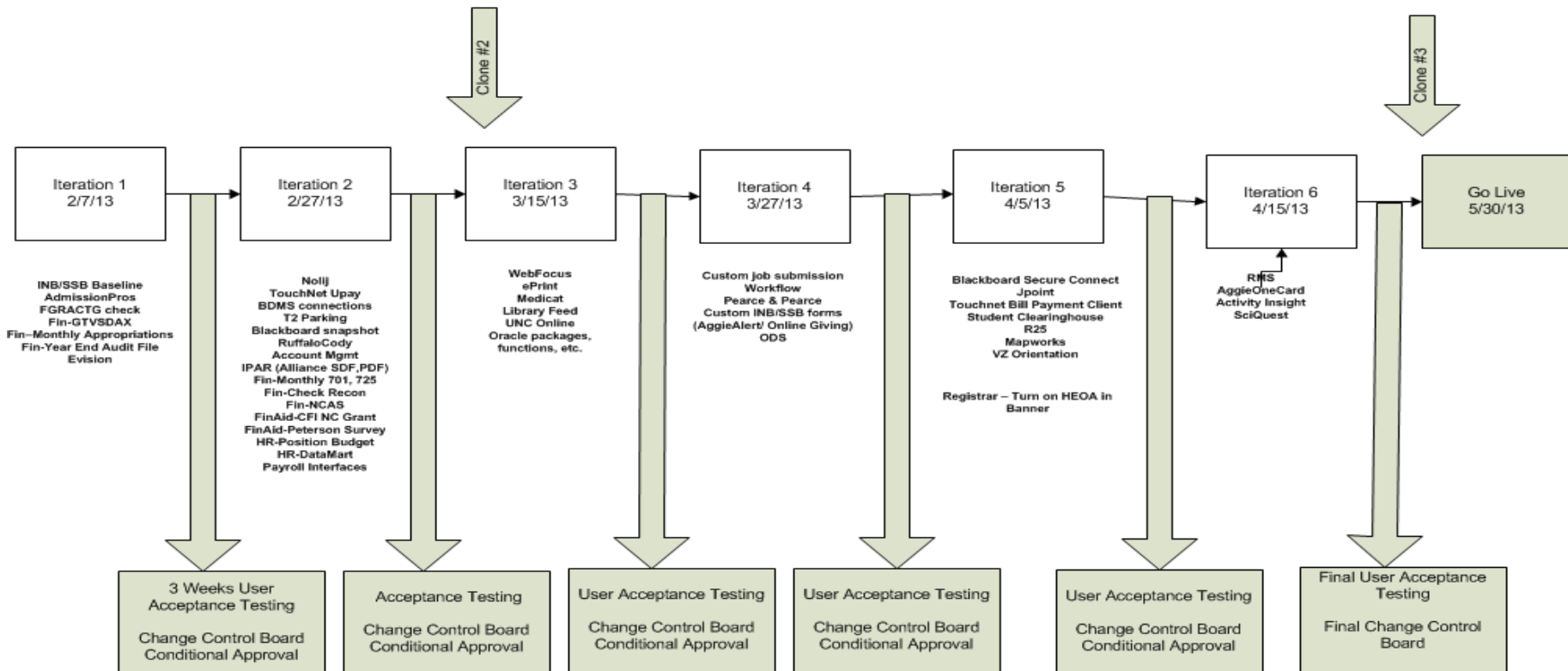
Iteration #1	INB/SSB Baseline Testing	Completed
Iteration#2	HR-Position Budget	Completed
	HR-DataMart	In-Progress
	Payroll Interfaces	In-Progress (Pending Clone #2)



Banner HR/Payroll Reporting Capabilities

Banner Hosting Deliverable/Test Timeline-Work in Progress

Updated Tuesday, February 19, 2013



University Diversity Advisory Committee



North Carolina Agricultural and Technical State University



UNIVERSITY DIVERSITY ADVISORY COMMITTEE Charge

- Initiative will serve to enhance preparation of a thorough analysis and recommendation for a diversity plan on the campus of North Carolina A&T State University.
- The committee will engage the entire campus community in a broad look at inclusiveness and diversity.
 - » What are we doing from top to bottom as it relates to diversifying our campus to greet and service a more diverse population of students, faculty and staff?
 - » What do we have to offer non-black/African-American students, faculty and staff that will attract them and keep them at NCA&T?

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UNIVERSITY DIVERSITY ADVISORY COMMITTEE

Purpose

- The committee's charge is important to the viability of the University as A&T seeks to capture more market share of a diverse student population graduating from North Carolina high schools and matriculating through the North Carolina community college system.
- A recommendation should come from the committee on how to develop and align programs for a more diverse population.
- This is inclusive of prospective students as well as faculty and staff appointments.

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UNIVERSITY DIVERSITY ADVISORY COMMITTEE

Members

- Ms. Sylvia Anderson, Director of Employee Relations/Affirmative Action Officer
- Dr. David Chen, Associate Professor, School of Business and Economics
- Dr. Robert Cobb, Associate Professor, School of Technology
- Mr. Arturo Cummings, EVP, Graduate School Council
- Dr. Caly Gloster, Associate Dean, School of Technology
- Ms. Loreatha Graves, Director, International Student Affairs
- Dr. Muktha Jost, Associate Professor, School of Education
- Mrs. Akua Matherson, AVC Enrollment Management, *Ex-officio member*
- Dr. Ram Mohan, Associate Professor, JSNN
- Dr. Pedro Nino, Director, Quality Enhancement, *Chair*
- Ms. Keyana Scales, Director, Undergraduate Admissions
- Dr. Scott Simkins, Director, Academy of Teaching and Learning
- Mr. Gerald Spates, Director, Multicultural Center
- Ms. Canisha Turner, VPEA, Student Government Association

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Budget Allocation Process

FY 2013 – 2014

Updated Timeline



North Carolina Agricultural and Technical State University



Timeline

- Budget Instructions April 1, 2013
 - Budgets Received from Departments April 29, 2013
 - Departments Notified of Final Budget May 24, 2013
 - *Budget ready for load into BANNER Finance July 1, 2013
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- Please note that the State Budget Office has to certify the year-end budgets for all state agencies. This usually occurs in mid to late July. The University is allowed to post budgets for the next fiscal year once receipt of final certification.

Strategic Goal 6: Achieve Excellence in Academic and Operational Efficiency and Effectiveness

Division of Human Resources' **New Hires**



North Carolina Agricultural and Technical State University



New Hires

- **Dr. Eric M. Gladney – Director of CLOE**
 - » Dr. Gladney is an alumnus of the College of Engineering at NCAT and subsequently earned an MBA and Ph.D.
 - » Possesses approximately 20 years of progressively responsible experience spanning corporate environments and academia
 - » Currently a lecturer in the Bryan School of Business and Economics, UNC-G and Associate Director of Professional Development at UNC-G
 - » In his role as Director, Professional Development, he has demonstrated excellence in the assessment, design and implementation of professional development offerings for the entire university workforce
 - » **Start Date: May 1, 2013**



Questions?