

Board of Trustees
Human Resources Committee
Division of Human Resources
Strategic Priorities Progress Report

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North Carolina Agricultural and Technical State University

Enhancement of Student Employment Services



North Carolina Agricultural and Technical State University



Enhancement of Student Employment

- **Goal:** Enhance the undergraduate and graduate student employment services at North Carolina A&T State University to:
 - » (1) Align with expected student learning outcomes;
 - » (2) Provide opportunities to support the financial obligations of students in an intellectual climate;
 - » (3) Support professional development relative to career and graduate education readiness;
 - » (4) Create ease of access via preferred student business processes and university systems;
 - » (5) Integrate student employment into the workforce and budget planning process annually, including infrastructure requirements such as establishment of salary ranges, posting requirements, evaluation processes, etc.



Enhancement of Student Employment, con't

- **New approved policy** includes: eligibility criteria, types of assignments available and student employee learning outcomes.
- **Compensation policy** and student employment salary guidelines, result in the following compensation structure: **Student Assistant I: \$7.25-\$8.50/hr; Student Assistant II: \$8.25-\$10.50/hr; Student Assistant III: \$10.25-\$14.50/hr; Student Assistant IV; \$13.00-\$18.00/hr; and Student Assistant V: \$18.00-\$22.00/hr.**
- **Performance evaluation** and learning outcomes based on the Council for the Advancement of Standards in Higher Education (CAS) were identified to aid students in the development of fundamental knowledge, transferrable skills and an attitude for effective citizenship and lifelong learning.



Implementation of “Key Milestones”

Spring/Summer
2015

- Pilot the enhanced student employment service in Student Union, Housing, Division of Research and Economic Development, and Work Study.

Summer 2015

- Assess key learnings from the pilot to validate readiness for full implementation.

Fall
2015

- Full implementation for all student employment, inclusive of undergraduate work study.



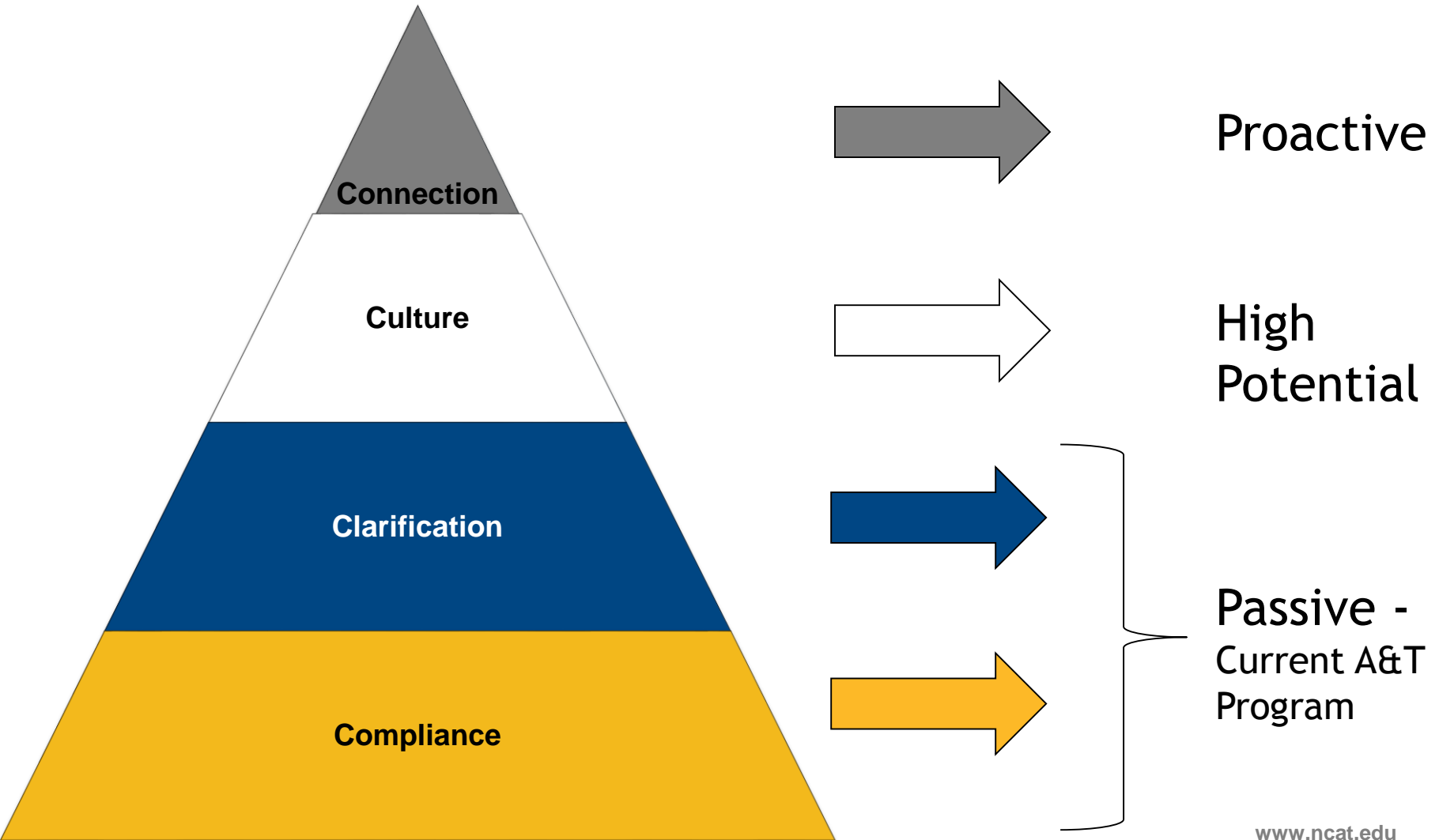
New Hire Onboarding Initiative-Phase 1



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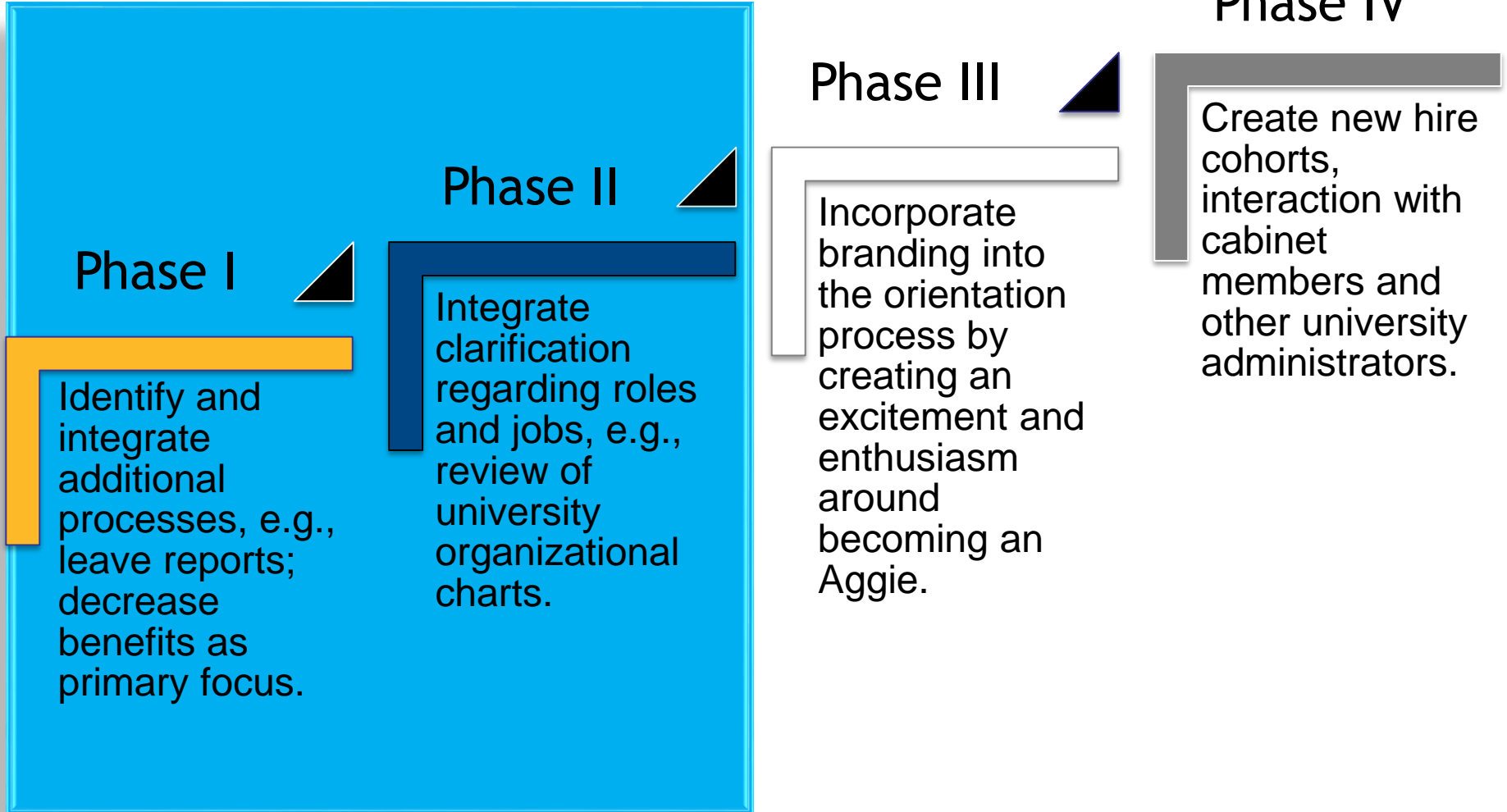


Four Levels of Onboarding





Onboarding Initiative





Onboarding Initiative –Agenda Comparison

Current

- Vision
- Mission
- Core Values
- EEO Review
- Payroll Information
- Benefits
 - » Income Protection
 - » Retirement Programs
 - » Enrollment of Benefits



Phase I/II - Summer 2015

- Vision
- Mission
- Core Values
- Preeminence 2020
Message from the Chancellor
- Branding Video
Aggies Do!
- EEO Review
- Payroll
Information/Leave
- Benefits



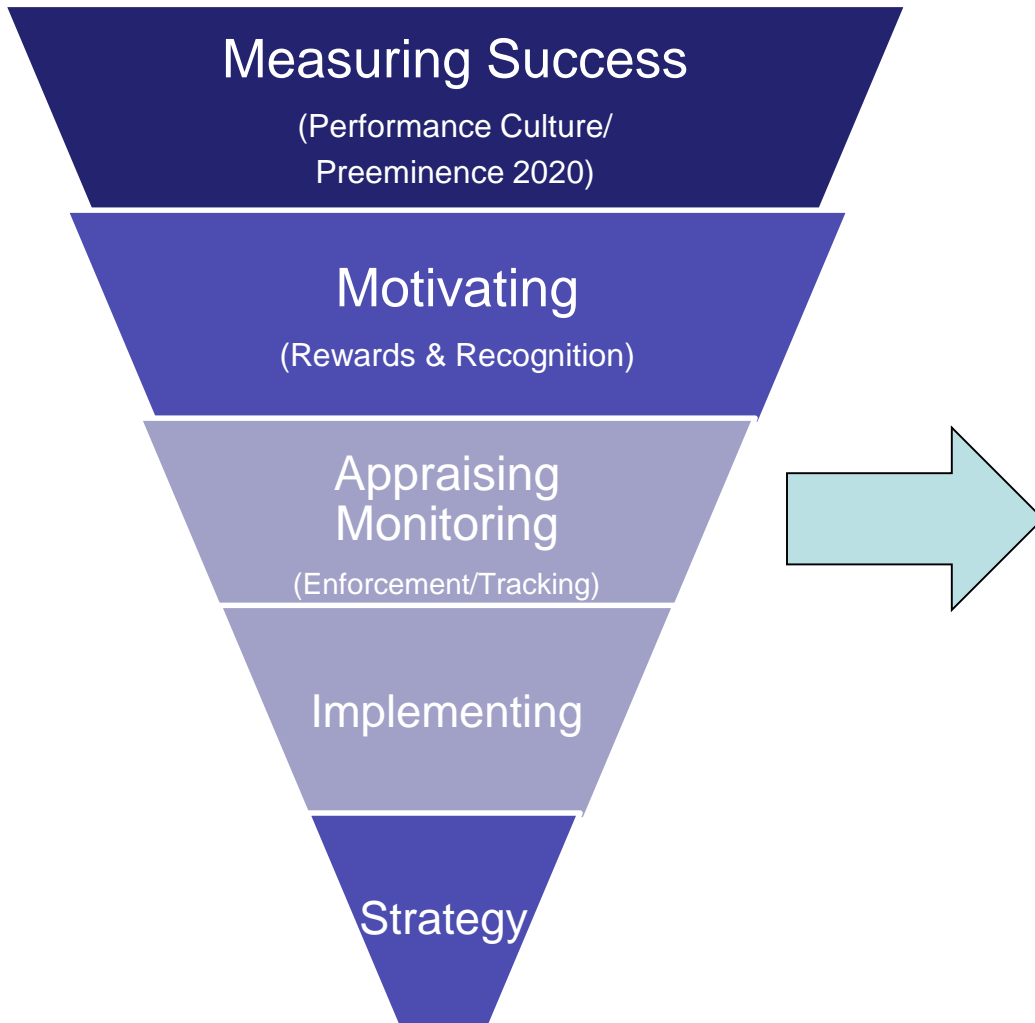
Building a Performance Management Culture



North Carolina Agricultural and Technical State University



Creating a High Performance Culture



- Messaging from the Chancellor and Vice Chancellors.
- Introduction of OSHR revised Performance Management Plan.
- Training to managers/supervisors about performance management and effective communication.
- Ensure employees have a clear understanding of the performance expected of them and how their individual work contributes to achievement of the organizational mission (work plans).
- Provide policy consistency.



