

Board of Trustee Meeting
University Affairs Committee

Faculty of the Future

Dr. Ericka Smith
Vice Chancellor for Human Resources
November 18, 2016




North Carolina Agricultural and Technical State University



North Carolina Agricultural and Technical State University

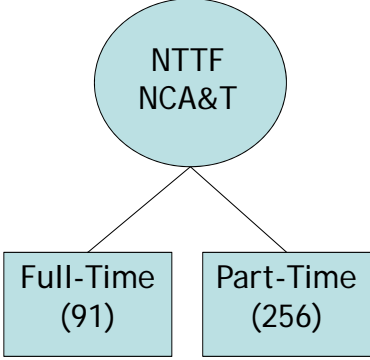
**Why invest time in a structured Non Tenure
Track Faculty (NTTF) classification?**

- » National conversation
- » Clarification
- » Engagement/Expectations

 North Carolina Agricultural and Technical State University

What is the NTTF current classification?

- 20 Different Titles
- Average of 2 Courses
- Total Salary: **\$5,922,084.00**
- Average Salary: \$65,077.85




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graph TD
    A((NTTF NCA&T)) --- B[Full-Time (91)]
    A --- C[Part-Time (256)]
            
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- 19 Different Titles
- Average of 2 Courses
- Maximum of 8 Classes per Year
- Salary: **\$1,517,853.34**
- Average Salary: \$3,124.31

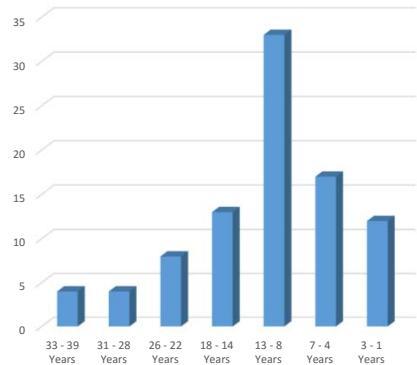
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 North Carolina Agricultural and Technical State University

What is the NTTF current classification?

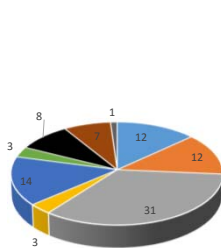
Full-Time NTTF

Years of Service



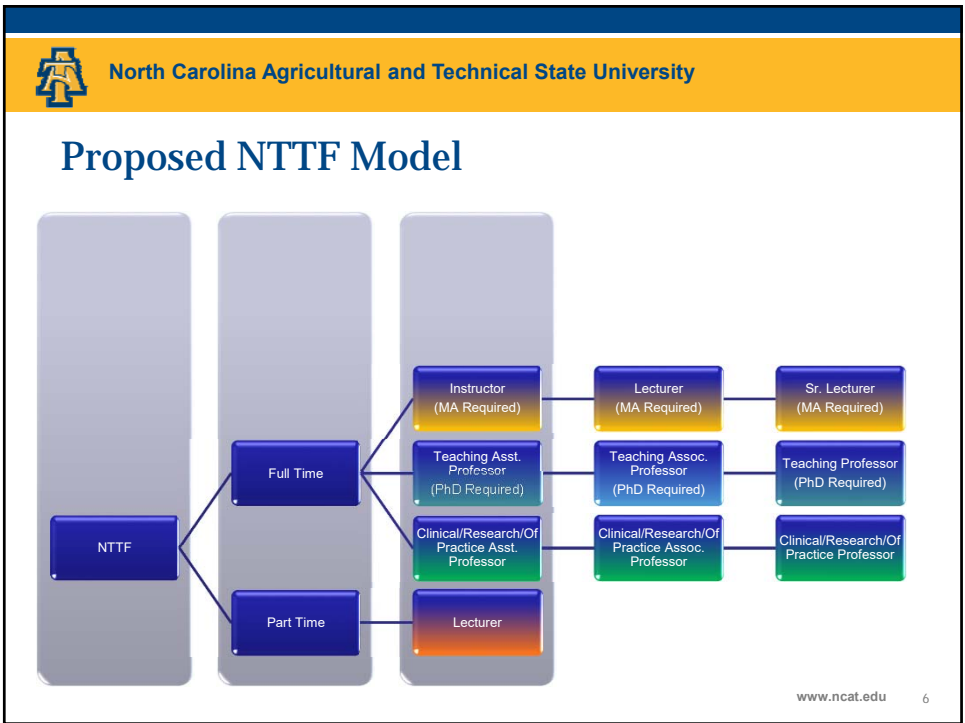
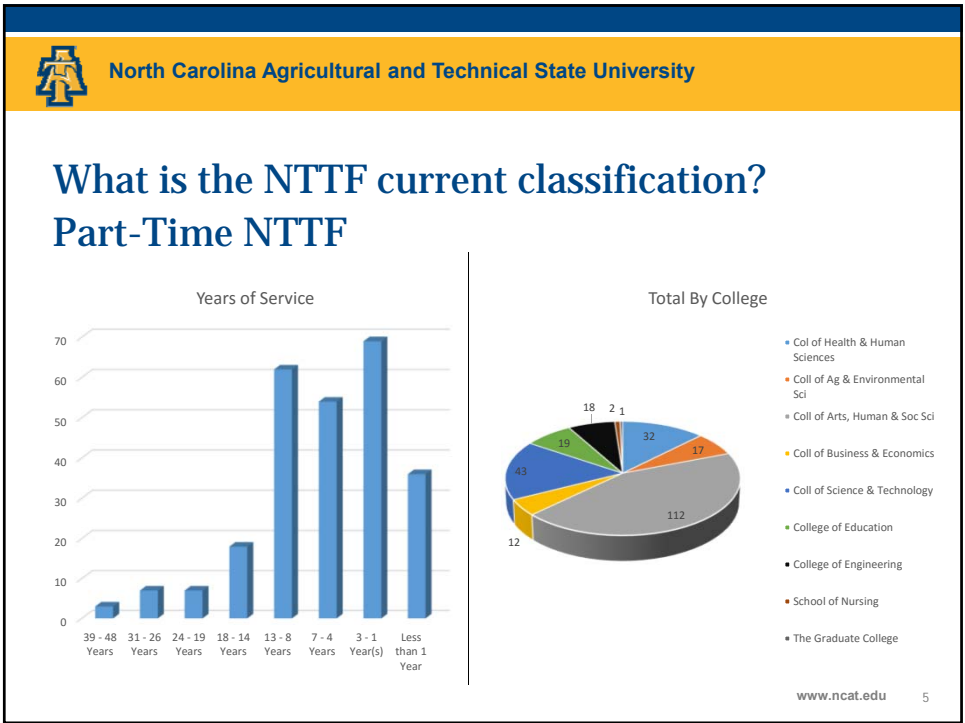
Years of Service	Count
33 - 39 Years	5
31 - 28 Years	5
26 - 22 Years	9
18 - 14 Years	14
13 - 8 Years	34
7 - 4 Years	18
3 - 1 Years	13

Total by College



College	Count
Col of Health & Human Sciences	12
Coll of Ag & Environmental Sci	1
Coll of Arts, Human & Soc Sci	8
Coll of Business & Economics	3
Coll of Science & Technology	14
College of Education	31
College of Engineering	3
School of Nursing	3
VC for Student Affairs	1

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Next Steps

- Communicate with Dean's Council and Faculty Senate of proposed model
- Appropriate distribution of faculty



- Formalize recruitment advertisement process through Temporary Employment (DHR)
- Structure/framework for pay scale
- Create NTTF guidelines and FAQs





Legislative Increases and Merit Bonus

- 1.5% annual increase (September paycheck)
- .50% across-the-board bonus (October paycheck)
- Merit Bonus
 - » SHRA - \$475/\$700
 - » EHRA – 1% pool, capped at \$2500

Annual Raise Process - GA

- Allows for up to 8.5% salary increase
- Limited to Faculty, based on research, service and teaching evaluations





Resolution for Delegation of Authority

- BOG provides delegated authority to the university in conducting human resources matters for EHRA employees.

Current

- Permanent base salary adjustments up to 15% and \$10,000 cumulatively from a June 30 base salary.
- Temporary stipend or supplement up to 20% cumulatively from a June 30 salary not to exceed 18 months in duration.

Proposed

- Permanent base salary adjustments up to 20% and \$15,000 cumulatively from a June 30 salary.
- Temporary stipend or supplement w/no end date up to 20% and \$15,000 cumulatively from June 30 salary
- Temporary stipend with a specified end date up to 25% and \$25,000 cumulatively from June 30 salary