



NORTH CAROLINA AGRICULTURAL  
AND TECHNICAL STATE UNIVERSITY

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# *HUMAN RESOURCES STRATEGIES*

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Board of Trustees Retreat

July 21, 2017

AGGIES **DO**

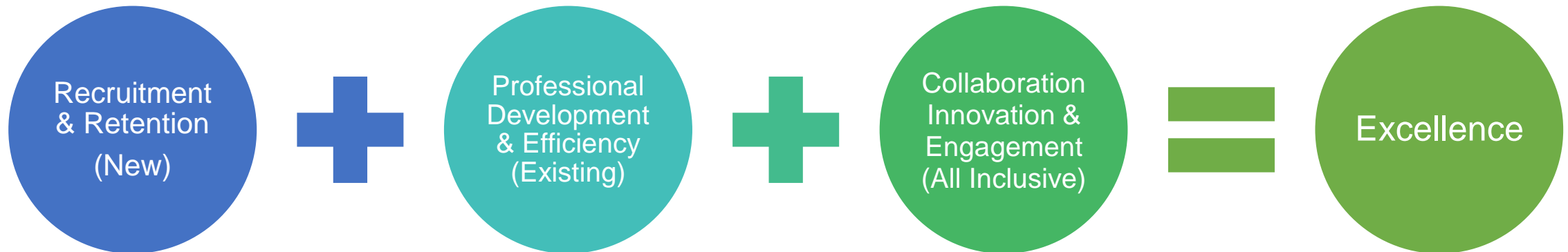
## Discussion Points

- Preparing for Faculty and Staff of the Future
  - » Leadership Continuity
  - » Professional Development
  - » Best Place to Work

# What is Faculty and Staff of the Future

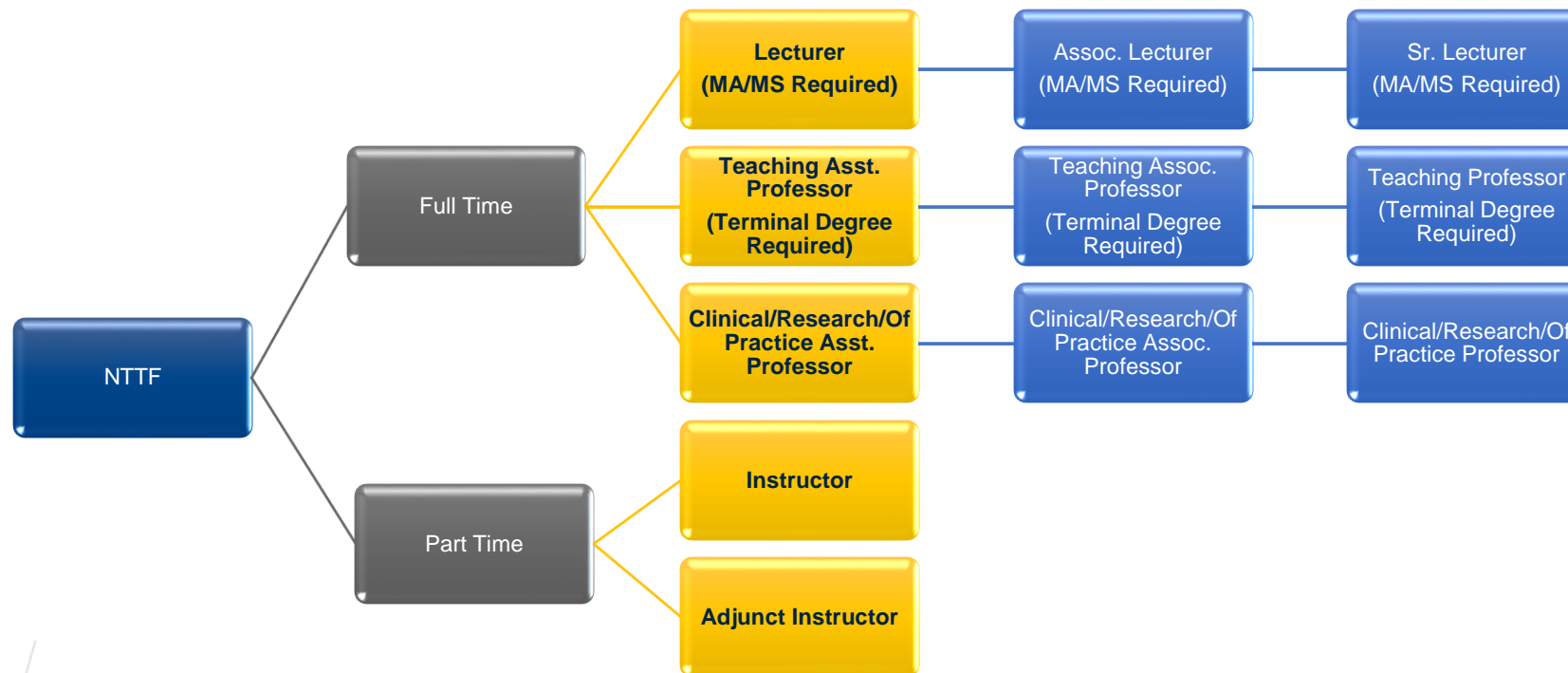
1. Origination
2. Focus Groups
3. Definition and Introduction: **Faculty and Staff of the Future** addresses the requirements to achieve Preeminence 2020 and beyond. It is the planning, developing, and operationalizing of priorities set forth by the institution to continue to represent excellence in student, faculty and staff preparation through engagement and exceptional experiences.

# Faculty and Staff of the Future



# Leadership Continuity

- Formalized structure for full time Non Tenure-Track Faculty



# Leadership Continuity

- Smart and Strategic Recruitment
- Supervisory Development Program (SDP)
- Management Development Program (MDP)
- Executive Leadership Development Program (ELDP)

# Executive Leadership Development Program (ELDP)

*ELDP 2016-17*

- Participants (42)
- 360 Assessment Change & Readiness Gauge
- Over 50 classroom hours  
(sessions developed in collaboration with CCL and Discovery Learning)
- Input from participants



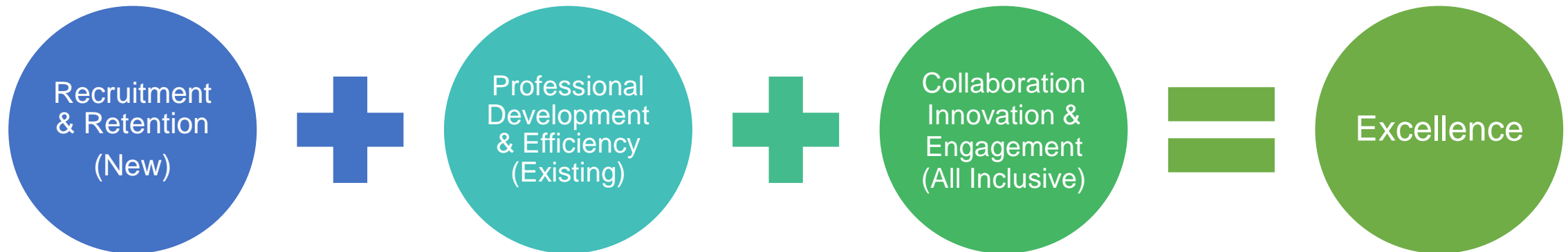
# Executive Leadership Development Program 2.0

*ELDP 2016-17*

- Participants (25) (input from Chancellor, Cabinet and Deans)
- 360 Assessment Change & Readiness Gauge
- Mandatory classroom hours (sessions developed in collaboration with CCL and Discovery Learning)
- **\*New** Individualized Leadership Development Coaching
- **\*New** Leadership Projects
- **\*New** Benchmarked Leadership Development Plan



# Faculty and Staff of the Future



## Best Place to Work

*Making NC A&T a preeminent employer*

- Exceptional planning and preparation for new hires
- Strategic and tailored professional development opportunities
- Streamlined processes for efficiency and effectiveness
- Ensuring accountability and return on investment



# Best Place to Work – Recruitment & Retention

*Making NC A&T a preeminent employer*

## Exceptional planning and preparation for new hires

- New onboarding checklist
  - » Assists NC A&T supervisors in ensuring a positive new hire experience
  - » Stellar candidates are drawn to organizations that plan and prepare for their success
  - » Performance expectations and professional growth opportunities are discussed from day one



EVERYONE NEEDS  
**A BETTER EMPLOYEE ONBOARDING PROCESS**

**TODAY'S ONBOARDING ISN'T CUTTING IT**



**49%** of millennials want a better onboarding process



**32%** of global executives say they experienced a poor onboarding process

**WHY YOU CAN'T IGNORE ONBOARDING**



**22%** of staff turnover occurs within first 45 days



**91%** of the first-year workers are retained by companies with an efficient onboarding process



**69%** more likely for new hires to remain in a company for 3 years if there is a well-structured onboarding program

# Best Place to Work – Recruitment & Retention

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## Exceptional planning and preparation for new hires

- New search committee certification program
- New faculty orientation to include part-time instructors
  - » Highlights our commitment to career pathways & succession planning
  - » Provides an opportunity for junior faculty to network and collaborate with senior faculty

# Best Place to Work – Professional Development

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## Strategic and tailored professional development opportunities

- Digital badging upcoming – AggiesLEAD
  - » Aligned directly with Faculty and Staff of the Future competencies
  - » Provides progressive professional growth for faculty & staff
  - » Examples: High Performance Collaborative Leadership; Ethical Principles; Student Success & Communication

# Best Place to Work – Professional Development

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## **Strategic and tailored professional development opportunities**

- Brown Bag Lunch and Learns
  - » Hosted by A&T faculty and administrators to encourage networking and on-going initiatives.
- Enhanced professional development catalog
  - » Will address key issues such as implicit bias; diversity training; effective team management; innovation and technology
- Tailored professional development
  - » Through new consultancy services, CLOE has already begun tailored PD based on the specific department specific needs

## Best Place to Work – Efficiency

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### Streamlined processes for efficiency and effectiveness

- New separations process
  - » Online system promotes efficiency and accuracy
  - » New embedded exit survey aligned with “Great Colleges to Work For” national survey
  - » NC A&T is ahead of the curve within the UNC system for collecting and analyzing turnover data





# Best Place to Work – Measuring Effectiveness

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## **Ensuring accountability and return on investment**

- Measuring the effectiveness of our strategic goals
  - » HR leaders are attending an ROI training as we speak!
  - » With every new process or initiative we ask “how will we measure success?”
  - » Recent HR strategic priority feedback indicates positive trend

