



NORTH CAROLINA AGRICULTURAL
AND TECHNICAL STATE UNIVERSITY

*STRATEGIC HIRING
BOARD OF TRUSTEES RETREAT*

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AGGIES **DO**



Strategic Hiring

Leadership Attributes

*“Leading at A&T”
Executive Leader Development*

Leader Capabilities

- Ethical Decision Maker
- Leading Change Agent
- Strategic Thinker
- Collaborative Strategic Partner
- Effective Communicator
- Team Builder

Faculty & Staff of the Future

Areas Where Strategic Hiring Has Occurred 2017-18

- » Academic Affairs
- » Deans
- » Advancement
- » Human Resources
- » Research Enterprise
- » Information Technology
- » Health Center
- » Athletics
- » Counseling Center



Recruitment & Retention Strategies for A&T

Recruitment

By 2020 there is expected to be a shortage of approximately 40 million highly-skilled workers and 45 million skilled workers. Against that it is expected to be a surplus of 95 million low skilled workers





Retention Strategies

Recruitment & Retention Strategies for A&T

Retention

- ELDP – Continued **pipeline** of capable leadership
 - » Job Prioritization
 - » Creating a coaching culture
 - » Crucial Conversations
 - » Manage skill gaps
- Management Training
- Constant exploration of **Best Practices**
- Dean & Chair's **training**

Recruitment & Retention Strategies for A&T

Retention

- Continue/Increase consultations with managers to assist in creation of job descriptions.
- Professional Development Day
- Women's Leadership Conference
- Leadership Focused Lunch & Learns
- Diversity and Inclusion Training
- Mental/Physical health opportunities



Recruiting Strategies

Recruitment & Retention Strategies for A&T

Recruitment

- Candidate Centric - Ensuring hiring processes provide **exceptional experiences** throughout the phases of employment (standardization of expectations).
- Build candidate database
- Increase **speed** of hiring
- Continuous engagement (starting with onboarding).
- **Employment branding** - Increase usage of social media.

