

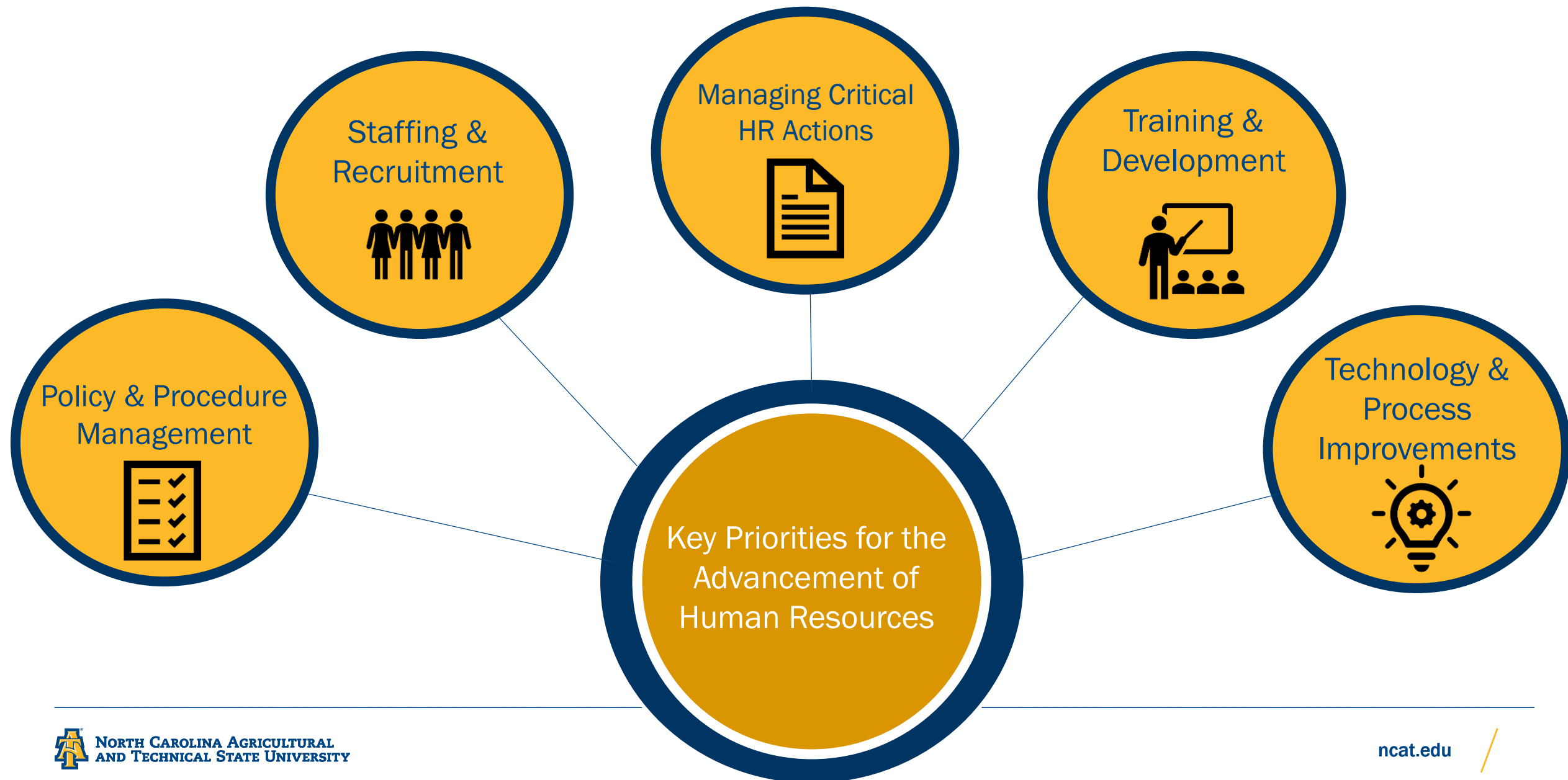
DIVISION OF HUMAN RESOURCES



MOVING FORWARD IN 2022 SPRING UPDATES

Dr. Veronica Sills, PHR, SHRM-CP
Interim Chief Human Resources Officer
Board of Trustees Presentation

April 21, 2022



Policy and Procedural Management

- Process mapping across units
- SWOT and gap analysis on current processes and policies

HR Staffing and Recruitment

- 15 reclassified positions with market increases
- 4 HR new hires onboarding April-May
- 1 HR internal promotion
- 3 management positions under active recruitment
- 4 new HR positions being created to expand our operational units
- Maintaining a temporary project manager

Managing Critical HR Actions

- Re-establishing service delivery times on operational services
- Delegating critical tasks/actions to experienced staff
- Direct collaboration with UNC SO on position and salary administration

Training & Development

- 30/60/90 day HR unit onboarding plans
- Continue campus trainings and workshops from HR units
- Campus townhalls with supervisors and HR liaisons
- Custom HR training sessions with the UNC System Office
- Executive leadership and management retreats
- Increase attendance at statewide and online HR meetings, training & workshops

Technology & Process Improvements

- PeopleAdmin Premium Support (FY 21-22)
- Changing background check vendors (FY 21-22)
- Implementing an Electronic I-9 process (FY22-23)
- Electronic personnel file management (Starpoint) (FY22-23)
- Expanding Electronic Personnel Action Forms (ePAF) (FY22-23)
- Workflow and process development with Business & Finance

- Increasing **position and recruitment management** processing with 126 salary and position actions & 58 permanent new hires completed since January 2022
- Successful launch of the **2022 Employee Engagement Survey** ending with a 43% survey response rate.
- April 2022 **PeopleAdmin Customer Award** for working to improve the use of the platform in innovative ways at NC A&T.
- **Preferred First Name Policy** successfully presented to campus with no changes.
- **Hosting an HR doctoral Intern** from High Point University working with ODEIB to provide a secondary education pedagogical perspective of the recognized subject matter skill deficiencies observed by faculty of first-year students in identified courses.

Questions?