

The Division of Human Resources Delivering on Our Blueprint

2023 - A Year in Review

Veronica Sills, Ed.D., PHR, SHRM-CP
Associate Vice Chancellor & Chief Human Resources Officer
Board of Trustees Meeting
February 23, 2024



154 New Positions Established

- 119 New EHRA positions established
- 35 New SHRA positions established

Position Modification/Reclassification Actions – Not including Mandatory Conversions

- 565 EHRA Modification/Reclassification/Review actions, and SHRA to EHRA Conversions

SHRA Positions Converted to EHRA

- 38 Law Enforcement Officers (LEO)
- 24 Audit, Business and Finance (ABF)
- 72 SB-195 Vacant SHRA Exempt
- 298 SHRA Modification/Reclassification/Review actions

Modify Position Funding Actions

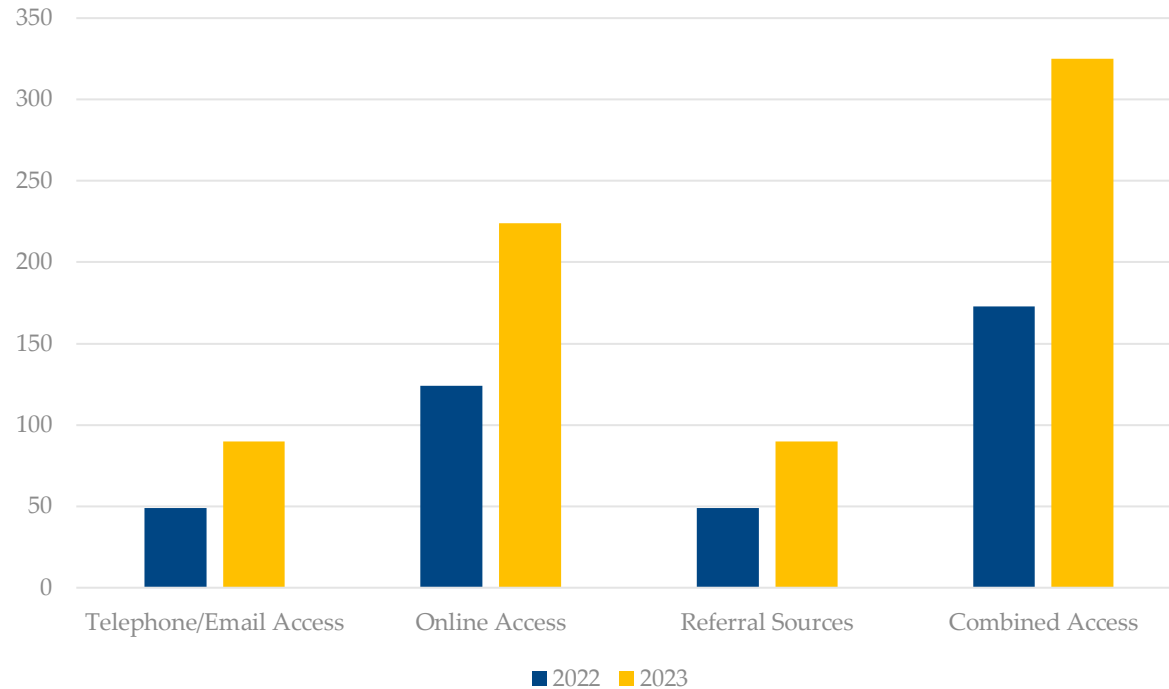
- 93 EHRA Actions
- 41 SHRA Actions

Major Compensation Initiatives

- 2024 Legislative Increase (4%)
- Law Enforcement Officers (LEO) Conversion
- Audit Business & Finance Conversions



ComPsych Access to Services



2023 Most Utilized Services & Search Topics

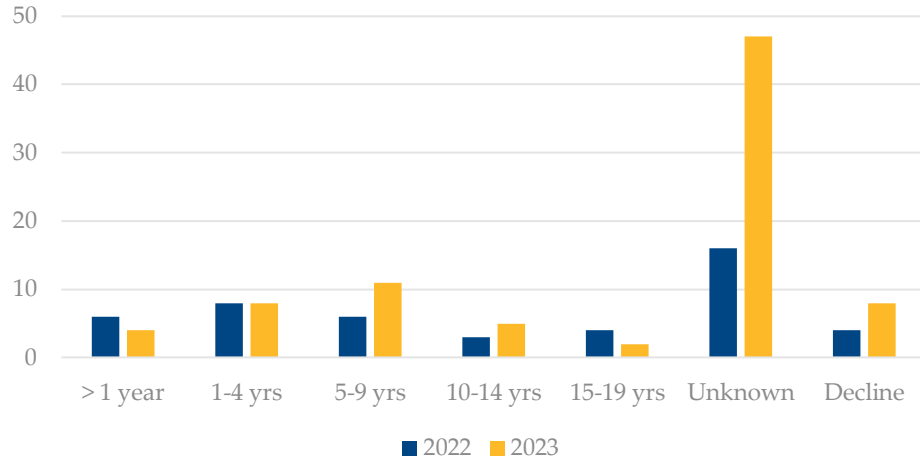
- Financial
- Lawyer & Legal Support
- Domestic Relationships
- Wellness
- Child Care
- Elder Care

ComPsych is the world’s largest provider of employee assistance programs. ComPsych® GuidanceResources® provides support, resources and information for personal and work-life issues including confidential counseling, financial information & resources, legal support and resources, and a variety of work-life solutions.

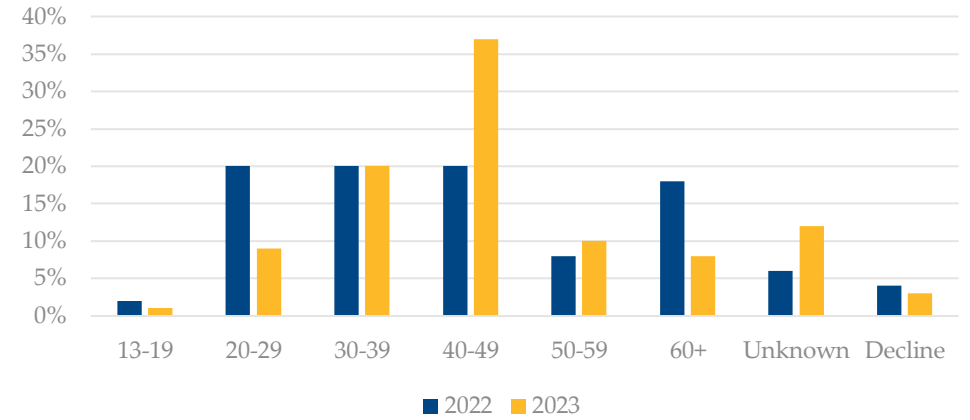




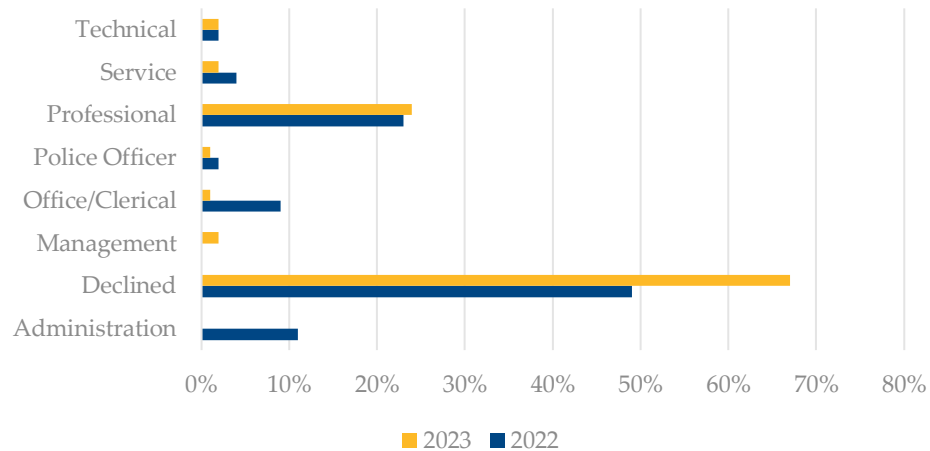
Job Tenure



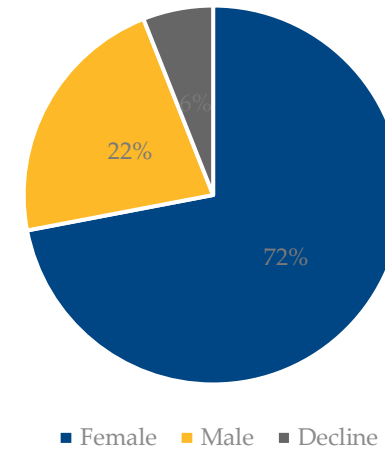
Age Group



Job Category



Gender





Preferred First Name Usage

(Aligned with Preeminence 2030 Goal 4 - Strategies 4.1, 4.3, 4.4, 4.5)

STUDENTS

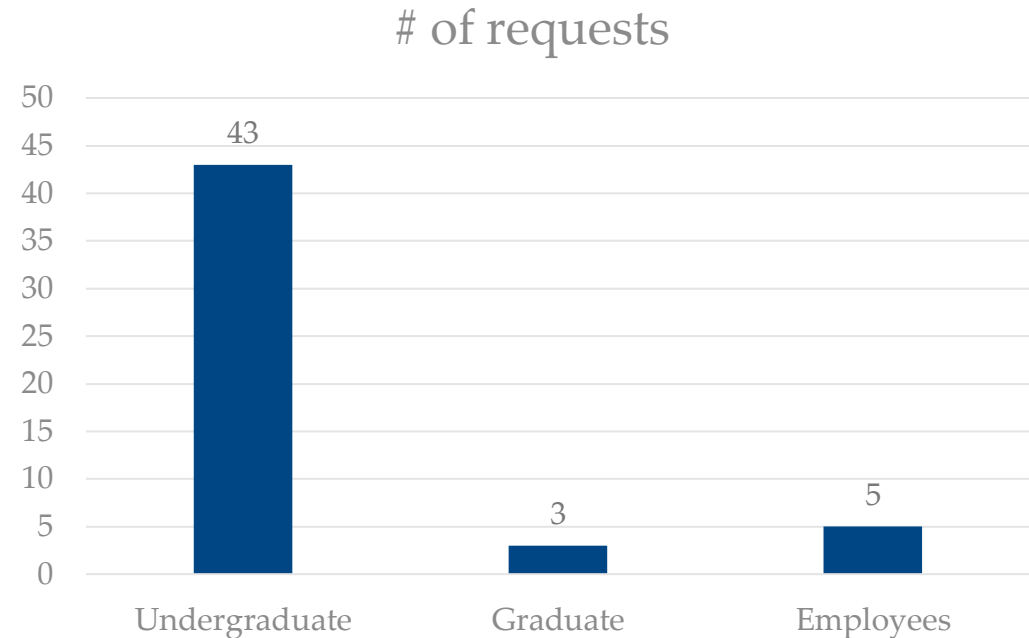
Students' preferred first names will appear in the following locations:

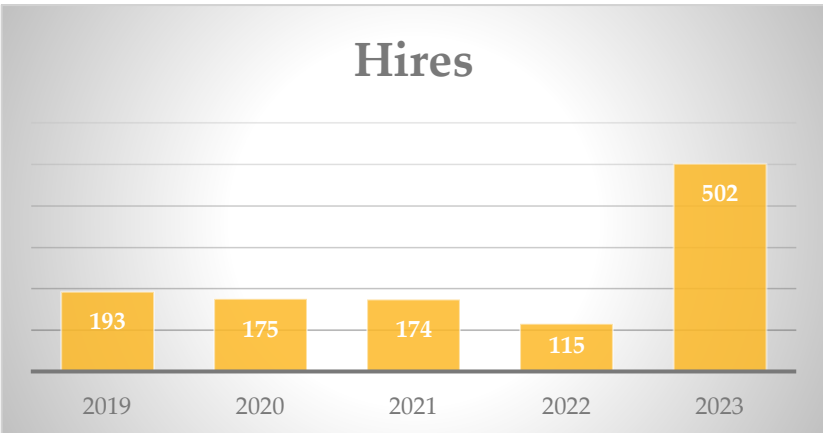
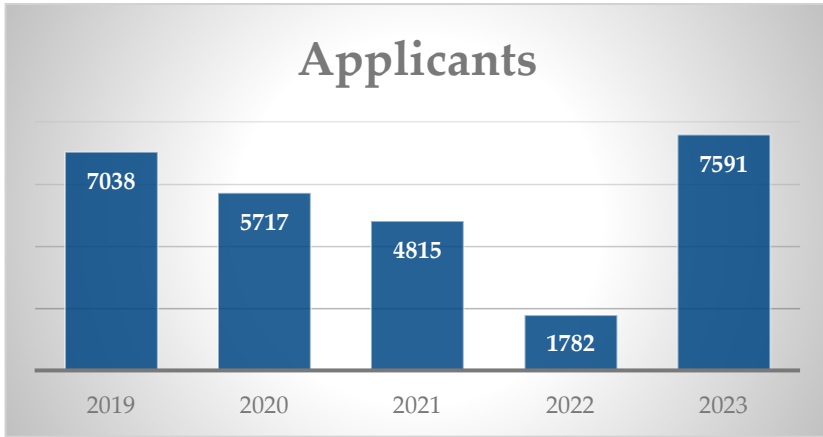
- Aggie OneCard (identification cards);
- Residential Management System (RMS);
- Aggies Nav/EAB Navigate (Early alert system).

EMPLOYEES

Employees' preferred first names will appear in the following locations:

- Aggie OneCard (identification cards);





Top Five Recruitment Sources

- LinkedIn, Google, HigherEdJobs, Chronicle, and Indeed
- 675 postings with **HigherEd Jobs** in 2023
 - AVERAGE: Days in Site (87), Views per Post (362), Application Clicks (11)

460 postings with Higher Education Recruitment Consortium (HERC)

Average LinkedIn Analytics (in 3 Weeks)

- 6,797 Impressions
- 5.9% Engagement rate
- 367 Link Clicks

Average Facebook Analytics

- 13,808 Impressions and reach
- 967 Engagement
- 232 Link clicks (the number of times someone clicked one or more links)

Hire Right Background Checks are averaging a 2-day turnaround time.





- **Professional Development**

- Open Enrollment Courses – **New Course: “Coaching Winning Teams.”**
- Two-Day Professional Development Conference – **June 2024**
- On-demand courses via LinkedIn Learning
- The Staff Development Conference – **March 2024**
- “The story of us; Beyond the day to day with digital storytelling” **June 2024**
- Wellness Lunch-n-Learns – **Beginning January 2024**

- **Leadership Development Programs:**

- Supervisor Bootcamp – **December 2023**
- 10 Roadblocks to Supervisor – **December 2023 – January 2024**
- Executive Leadership Institute – **February 2024**
- New Leaders Orientation to Leading at NC A&T – **January and July 2024**
- Empowered to Lead (for women & allies) – **April 2024**
- Empowered to Lead (for men & allies) – **May 2024**

2023 Highlights

Courses/Programs: 79

Attendees: 884 Staff / 32 Faculty



2023 Completed Projects

- PeopleAdmin System Updates for Business Process Improvements
- PeopleAdmin Single Sign-On Implementation
- Employee Records Onboarding & Career Site Revamp
- HireRight Background Check Vendor

2024 Upcoming Projects

- HireRight Background Check / PeopleAdmin Integration
- Electronic Employment Verifications
- B&F Website Overhaul
- Electronic Personnel Files Scanning (2024-2025)
- Banner Document Management





MEET OUR TEAM

Welcome to HR

Erica Marshall
HR Operations
Manager

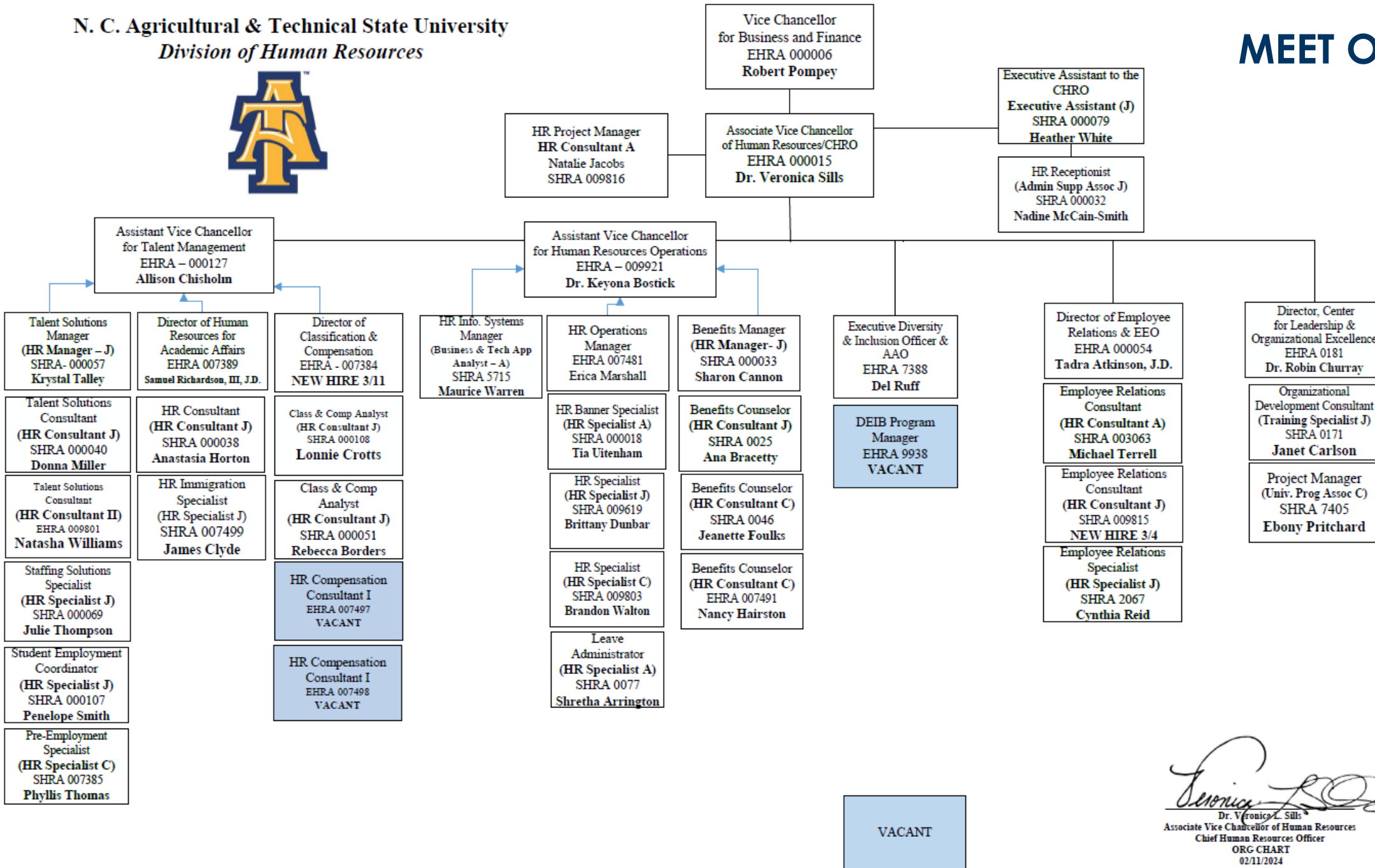
Brittany Dunbar
HR Operations
Specialist

James Clyde
HR Immigration
Specialist

Eric Hunsley
Director of
Classification &
Compensation

Gardner Johnson
Employee Relations
Consultant

10 HR Units
39 FTE, 1 temp



Dr. Veronica L. Sills
Dr. Veronica L. Sills
Associate Vice Chancellor of Human Resources
Chief Human Resources Officer
ORG CHART
02/11/2024

VACANT



- Quarterly HR Forums
- Monthly HR Liaison Meetings
- Supervisor Townhalls
- Segal Study: Faculty Salary Market Increases
- Nursing Faculty Salary Adjustments
- EHRA & SHRA Compensation & Classification Restructuring
- New SHRA Pay Policy and EHRA Appointment Policy
- Legislative Salary Increases FY24/25 (3%)
- Financial Wellness Lunch & Learns
- Supervisor Minute-Clinics
- Employee Engagement Survey (4th Ed.) with Modern Think
- Executive Leadership Institute
- Empowered to Lead
- Staff Development Conference



Questions

