Cooperating Raleigh Colleges (CRC)

HUMAN RELATIONS OFFICERS COMMITTEE MEETING

Wednesday, May 2, 2018, 1 p.m.

Wake Tech Community College, Montague Hall, Room 216

Committee Chair, Rachel Kiaski, Presiding

In Attendance: **Rachel Kiaski,** Associate Vice Chancellor for Human Resources, Wake Tech Community College; **Lee Wood**, Director, Human Resources/Title IX Coordinator, Shaw University; **Kathy Lambert**, Associate Vice President for Human Resources, William Peace University; **David Perryman**, HR-Employment & Compensation Assistant Director - Talent Solutions, NC State University; **Pam Galloway**, Director of Human Resources and Title IX Coordinator, Meredith College; Jenny **Spiker,** CRC Director.

The members introduced themselves with some background on their current activities:

Rachel Kiaski—She has been in her Wake Tech role for almost 6 years. Changes at Wake include opening a new campus at Research Triangle Park on May 29th. The full opening will take place in the fall with a focus on technology plus curriculum and continuing ed programs and partnerships with Lenovo and other businesses. President Stephen Scott is retiring in August and a search has started. They also have some openings for deans.

Kathy Lambert—She took the William Peace position in November after being at NC State and working with David Perryman. She said going from a large public university to a small private university has been a kind of culture shock. They have commencement this coming Saturday. They have an HR consultant position opening and she works with a team of four colleagues. They are implementing several new technology programs including Paycom on July 1.

Jenny Spiker—She has been the CRC Director since February 2007 and talked about how the HR group has been meeting only in the last four years. She said that the meetings have been very strong in the exchanging of ideas and common issues and resources.

Pam Galloway—She has been in her Meredith position almost 14 years and loves it. She thinks it is a good-sized private campus with a "Going Strong" theme. They use the CliftonStrengths system in HR. She hopes to be certified as a coach soon. They also sometimes use Real Colors, which is less complicated. She thinks these systems are very insightful. David said NCSU also uses them, and Kathy said Peace uses a similar system and looks at generational differences.

Lee Wood—He has been at Shaw for 3 years. He said they are going through a lot of transitions. They just started using the **Ulti Pro** system for lots of areas. They are now doing faculty and staff performance reviews and use the system for that. With their president leaving this year they have a lot of interim officers. They Have 27 positions open now out of around 300 employees. HR oversees faculty as well as all other employees. They recently sold their radio station and will be hiring some new technicians. He has 3 people in his department.

David Perryman—He is an assistant director in HR resources sitting in for Marie Williams for this meeting. NC State has a huge capital campaign that is going well. One of their major changes is the growth of interdisciplinary assignments for faculty where they work across departmental lines. They have cohorts—for example a humanities professor working with a science professor. They are also dealing with new technology, and the HR office is going through a reorganization. They are emphasizing talent acquisition services and looking at a data analytics function in HR. Also, they are looking at how much managers need management courses as they are now mostly for staff but will expand them to faculty positions.

He said they were having a two-day training at NC State for supervisors on Management Essentials. David said that Marie could give information on it to these committee members. Meredith has done something similar, and Wake Tech wants to do it as well. They said it's good when it comes from the top as they sometimes work on how to get people to take part, especially upper level people.

Staff professional development Workshop:

Jenny and Pam, who are on the planning committee, told the group about the second workshop to take place **July 19ᵗʰ at Wake Tech's Southern campus.** They pointed out the copy of the Save the Date flyer they were given and emailed and encouraged them to get the word out to appropriate people on their campuses. It is targeted to people relatively new to higher education staff positions. One of the presentations will be panelists from all the CRC institutions talking about how they moved up the ladder or made the transition from another kind of employment to higher education.

David also talked about the CUPA-HR (College and University Professional Association for Human Resources) North Carolina chapter, with which he is on the board will be board chair next year. They are having an event on Oct. 24-26 and would like to encourage more participants from private institutions. For information go to http://chapters.cupahr.org/nc/

Discussion Topics:

- **Total Compensation Statements or Total Rewards Statements—**Pam asked about that. The group had lots of questions about different systems   Shaw had a system for Pam to consider.
- **Geosensing**—an approach for employees and students
- **Data points or metrics to evaluate the effectiveness of HR.** David said they were interested in any data points or metrics to evaluate the effectiveness of HR, and they got some ideas from the University of Missouri.
- **Shared lots of ideas about systems**, e.g. Doc u Sign and **Ulti Pro**
- **Payroll issues**
- **Work-life balance** and **telecommuting.**   Flexible work schedules, differences for different generations, wellness opportunities, flexibility, Meditation Mondays, monthly yoga, stay interviews.
- **Sabbaticals for staff**
- **Finding innovative ways to keep employees**
- **Comp Studies:** Shaw did one, Wake Tech is looking for one. Peace and NCSU did them in house. Meredith did one with a purchased product.
- **Adjunct Issues**—Meredith asked if the others have standard offerings. Shaw and Meredith do. NCSU's and Peace's vary by fields.
- **Requirements for faculty office hours**
- **Stipends**—Wake Tech uses them a lot. There are different terms for it. e.g. special pay.
- **Volunteers and interns**—Shaw, Wake Tech and Meredith have programs mostly in athletics.
- **403B retirement fund**—Shaw is trying to figure this out. Meredith and Shaw shared resources.
- **Recruiting for IT positions**—All find it hard to compete with businesses because technology changes so much.

--Submitted by Jenny Spiker