HUMAN RESOURCES UPDATES

Matthew S. Brody
Senior Vice President and
Chief Human Resources Officer
Topics

• System Office HR vs. Institution HR
• System-Wide Employee Engagement Survey
• State Health Plan
• State Budget
• Paid Parental Leave
• Compensation System (Career Banding)
• Q&A
System Office HR vs. Campus HR -- Key Functions

**UNC System HR**
- System-wide HR subject matter expertise
- HR policy development and administration
- Approve salary and position actions
- Liaison to State HR and benefits providers
- Staff BOG P&T Committee
- Manage optional retirement plan
- System-wide HR reporting
- Payroll shared services
- System Office HR services
- Convene campus CHROs

**Campus HR**
- Employee relations
- Internal communications
- Benefits customer service
- Employee training and professional development
- Recruitment and staffing
- Policy interpretation
- Position management
- Salary administration
- Employee records
- Employee recognition
System-Wide Engagement Survey

- Biennial project as part of the *Excellent and Diverse Institutions* goal of the UNC Strategic Plan
- Sets baseline metric to track with other HR metrics at system and institutional levels
- **2018 Survey**: 50% system-wide participation rate with system-wide positive rating of 63%:
  - 63% POSITIVE
  - 24% NEUTRAL
  - 13% NEGATIVE

- **2020 Survey**: In process!
State Health Plan

• Clear Pricing
  o BCBSNC in-network providers restored for 2020
  o State Health Plan supplementing BCBSNC provider network with its own “Clear Pricing” SHP network

• Questions
  o State employees appeared to caught in the middle of the Clear Pricing Project dispute. What should we expect this coming year?
  o Since some UNC Institutions grant medical degrees, can we leverage this to improve our health benefits and the costs of those benefits?
State Budget

• Original budget from General Assembly
  o 0.50% salary increase budget for University employees for FY 2019/20 and a 1% increase for FY 2020/21

• Governor vetoed the budget bill; General Assembly was not able to override the veto
  o General Assembly passed a “mini-bill” to provide state agency employees 2.5% increases both years; Governor signed the bill
  o General Assembly passed a “mini-bill” for universities, community colleges, and some public school employees; Governor vetoed the bill
State Budget

• Because of impasse, new university funding (capital initiatives, enrollment growth, etc.) were not provided for FY 19/20 and FY 20/21
• Uncertain if General Assembly will take any action on FY 19/20 increases when it returns in late April
• UNC System continues to advocate for increased funding for annual raises for current year and next
State Budget

• In the meantime...
  o Management encouraged to use available funds for salary improvements using existing rules for increases (market rate, internal equity, etc.)
State Budget

• Questions
  o When a budget passes, what salary decisions are made at the BOG, UNC System, Campus-level, HR level, manager-level?
  o What are the pros and cons of getting separate authority over university salary increases rather than being included with agency employees?
  o How much funding do the universities receive from the NC Education Lottery?
Paid Parental Leave

• Up to 4 weeks of paid *Bonding Leave* for both parents for the bonding period for
  o the birth of a child or
  o for the adoption,
  o foster care or other legal placement of a child
• Up to 4 weeks of paid *Recuperation Leave* to eligible employees who have given birth
• Institutions may implement program between January 1, 2020 and May 1, 2020
Paid Parental Leave

• The qualifying event (birth/adoption) must have occurred on or after September 1, 2019
  o Earliest date allowed under Governor’s order
  o Employee must have been eligible at the time of the qualifying event

• FAQs are available for further information

• Question
  o Were funds for paid parental leave included in budget?
Paid Holidays

• By statute, state employees receive 12 paid holidays per calendar year
  o Universities have flexibility to move paid holidays to accommodate academic calendar
• “Closed Days” around winter holidays
  o Allow institutions to shut down most operations and allow employees to be away from work an extended period of time
  o Must use available vacation/bonus leave
• Questions
  o Can an employees choose not to be paid those days?
  o What about new hires who have not earned a lot of leave?
Compensation System

• Office of State Human Resources (OSHR) is working on enhancements to its SHRA State Compensation System

• Includes potential for UNC System to end career banding and adopt State’s revised compensation system

• Expect to have a better sense of the future direction on this by mid-2020

• Very possible we will sunset SHRA career banding within the next 3 or 4 years
Other Questions

• Compensation
  o Is there a 20% cap in-house promotions? What is being done to change this situation -- wasn’t this implemented in 2008?
  o To get a raise, do you have to work at another university or the private sector and then return to UNCSA to get higher position and/or pay?
  o What advice do you have for employees to request a raise or for employees who change jobs but then their old job is posted at a higher salary?
Other Questions

• Employment @ UNCSA
  o How can we improve/create career paths for UNCSA employees or across UNC System?
  o What are the efforts to improve applicant pools, particularly in terms of diversity, for the Chancellor search and other faculty/staff hiring?
  o “Perm-temps” taking 30 days off -- can departments get funds to make positions permanent?
  o What options are there for teleworking or compressed work schedules?
Other Questions

• Adverse Weather
  o Condition 2
    • Suspended operations
    • Only mandatory employees report to work
    • Other employees required not to report to work but must use own leave for the time
  o Seems unfair that some employees can work remotely while others are required to make up the time and within a certain timeframe -- can this be more equitable?
QUESTIONS?