Welcome

Jeanne Madorin
Associate Vice Chancellor and
Chief Human Resources Officer
Announcements

- Budget Update
- HR Staff Changes
- Open Enrollment Delayed
EEO & AA

Veronica Sills
EEO Consultant and Investigator
EEODF online modules are updated to reflect improvements in functionality and content including:

- Reduction in number of modules from 7 to 6
- Addition of module dedicated to Americans with Disabilities Act
- Addition of closed captioning for video
- Addition of user-friendly control (i.e., pause, resume)
- Addition of learner-centered navigation tutorial
- Increased clarity of purpose for knowledge checks and practical application questions.

The instructor-led classroom session required of the Equal Employment Opportunity and Diversity Fundamentals (EEODF) curriculum did not change.

After successful completion of the online modules and assessment, learners will request to attend the instructor-led classroom session. Learners must wait 24 hours after successfully completing the final assessment before requesting the classroom session.

We appreciate your continued support and commitment to EEODF compliance!
HR Business Partners and Employee Relations

Marlon Summers
HR Business Partner

Rowena Cassim-Sims
HR Business Partner
SHRA 2019-20 Plans Overdue

Performance cycle April 2019 - March 2020
Performance plans due annually by May 31
- New Employees - by 30 Days of employment
Performance appraisals due annually by April 30
Enhanced Module Features
- Reduced tasks to 6 steps
- Midyear no longer required (optional, except for employees in active disciplinary status)
- Self-Appraisal Optional
- Comment Box & Dispute Button added
EHRA 2018-19 Plans Overdue

Performance cycle ended June 30, 2019
Total of 648 EHRA plans
530 completed
118 incomplete
EHRA 2019-20 Plan Changes

More aligned with UNC Policy
- Statement of Institutional Goals
- No min or max number of goals required
- Exclusions (Tier I, Post Docs, AD & Coaches)
- Next level supervisor eliminated

Functionality and Flexibility
- Reduced from 7 steps to 4 steps
- Option to upload plan using Progress Notes
- Optional Self-Appraisal and Mid-Year Review
- Overall Appraisal of meets, exceeds, or do not meet (no individual goals rated or calculated)
HRIS

Christopher Wilson
HRIS Analyst

Sean Farrell
HRIS Manager
Offboarding & IT Resources

Before an employee separates from UNCG
- Work with department to move files where department can access: Google Drive, Box, local files
- Submit the appropriate paperwork to separate the employee
  - Active Directory (network drives, Box) access is controlled by Last Work Date in Banner
- Finalize time and leave reports
- Restage equipment before redeploying
- ITS can assist in getting email or S drive files
- Update contact list and websites
- Review position description

After an employee is separated from UNCG

Reminder: Personal files on UNCG resources are not private or accessible after separation!
Online EPAF Training

- EPAF online training is now available!
  - Information available here: [https://banner.uncg.edu/hr](https://banner.uncg.edu/hr)

- Once training is completed, access to create, approve and view EPAFs may be granted by sending linked access form to Systems and Procedures
SHRA Non-Exempt Timesheet

- Reminder - Employees should check the SHRA Non-exempt timesheet on the web to ensure current version is used
- Minor Update to CU Calculation in Dept. Summary
- Now tracking changes on Instruction tab
BUSINESS AFFAIRS CONFERENCE
OCTOBER 15, 2019 - SCHOOL OF EDUCATION

Register Today!
Bafcon.uncg.edu
Planning, Performance and Emerging Technology

Greg Hodges
Associate Vice Chancellor
Business Case for Inflection Point
Business Case for Inflection Point

Example of S-Curve Business Growth Adaptability

Netflix

Path of Sustained Growth
Path of Obsolescence

Start
Growth
Mature

Recession of 2001-2002
Recession of 2008-2009

Blockbuster Video
Business Case for UNCG’s Inflection Point

Competitive Pressures
- Will Rule Schools Out on List Price Alone
- 64% First Generation, 77% Household Income < $50,000
- 10 - 19% Decline in College Age Students by 2029
- Receding Appropriation
- Guaranteed Tuition
- Inflationary Costs

Maturity
- Requirement Per Student = -7%
- Energy Consumed per Sqft = -4%

Inflection Point
- Enrollment = 7%
- Faculty FTE = 13%
- Staff FTE = 9%
- Gross SqFT 19%

Scale

Growth

Time

Sustained Momentum Adapts/Innovates
Stagnation Operational Dissonance
Obsolescence Refuses to Change
Police Department

Paul Lester
Chief of Police

Steve DeDonna
Police Captain
Pedestrian & Traffic Safety

Why is pedestrian and traffic safety important?

The following videos contain graphic images of accidents involving pedestrians.
What are we doing about it?

1. Taking enforcement efforts to address these concerns on and near the campus

2. Actively participating in Governor’s Highway Safety Program, Watch for Me Campaign, and Project Zero

3. Working with city planning to address traffic safety and explore other options

4. Installing campus speed limit signs with built-in radar. Painting the crosswalks on West Gate City Blvd
Move-In

Wednesday 8/14 - Friday 8/16

- McIver Deck will be reserved for Move-In
  - During Move-In, deck permit holders can park in or around the Oakland Deck, at the corner of Oakland and Tate, or at the corner of Josephine Boyd and Walker
  - An express shuttle will run from 7 am to 7 pm
- An additional 2,000 vehicles will be on campus
  - Traffic patterns will be modified. This includes one way traffic modifications to Gray Drive, North Drive, and Carr Street, with traffic flowing from Market to Tate. **Tate Street should be avoided if possible.**
**Modified Traffic Patterns**

- **Early morning until 12:30pm** - West Drive CLOSED
- **12pm-1pm** - Spring Garden closed between Tate Street and Kenilworth, both directions.
- **12pm-1pm** - Forest Street closed between Oakland Avenue and Spring Garden

There will be heavy pedestrian traffic throughout campus all day as students transition to different events.
RUN HIDE FIGHT

Since 2016
Over 93 classes taught with 2024 student, faculty and staff trained

Concerning Behaviors
Workshops Available
Over 10 incidents have been interrupted by civilians

UNCG Mobile App
Live Safe & ENS messages
Faculty & Staff Emergency Preparedness Script

Register: https://police.uncg.edu/run-hide-fight/ or Workshops & Events Calendar
Find your career here

UNC GREENSBORO

Questions/Comments