The Human Resources team focuses on strategic initiatives that allow us to maximize the potential of our current and future talent, and to increase campus engagement. We are passionate about delivering exceptional service, balancing automation with personal interaction, delivering crisp, clear, and frequent communication, and developing, rewarding, and recognizing our people.

**STRATEGIC INITIATIVES AND COMPENSATION**

**MarketPay**
- Implementation of new vendor/hosted tool MarketPay improves our ability to consult around Market data and analytics for merit / salary increases. Reviewing and revamping current pay ranges during the next 18 months providing employees and managers a clearer picture of where jobs fall within ranges along with a review of existing job families/career pathing.

**WF@Work**
- An online, secure web portal available via WIN that allows you to access your pay and benefits information.

**New Website**
- Check out the newly updated website, with new features being added regularly.

**Performance Management**
- Online performance management system to collect, assess and manage the performance and development plans for your employees. Expected launch date of late Fall for the next performance year.

**Reporting / Analytics**
- We are also going through a comprehensive review of our current HR data, and reviewing:
  - Data Integrity
  - HR Analytics

**BENEFITS**

**Medical Plan Changes**
- Increase annual deductible and out-of-pocket maximums for Core and Value plans.
  - Peer school and WFUHS comparison shows our Core plan has one of the lowest deductibles & out-of-pocket maximums.
- Infertility treatment available at WFBH for all members, except dependent children.

**Value Plan**
- Individual
  - Current Deductible (in-network) is $750 | FY13 Deductible (in-network) is $850.
- Family
  - Current Deductible (in-network) is $1,875 | FY13 Deductible (in-network) is $2,125.

**Medical Plan Premiums & Cost Share**
- Core and Value plan premiums will increase by 2%, on average
- Core Plan Employee Cost Share (employee % of overall premium)
  - Employee only tier moves from 30% to 30.3%
  - All other tiers move from 35% to 35.4%
- Value Plan Employee Cost Share will remain the same
  - Employee only: 19.2%
  - All other tiers: 24.2%

**Dental Plan Premiums & Cost Share**
- High plan premiums will increase by 0.22%, on average
- Low plan premiums will increase by 0.91%, on average
- Employee Cost Share (employee % of overall premium)
  - Will remain at 50% for both plans
Healthcare FSA Plan
- FY12 Healthcare FSA Fiscal Year limit: $6,000
- FY13 Healthcare FSA Fiscal Year limit: $2,500
- 2010 Health Care Reform Act requirement
- Applies per participant, not per family

Legal Plan
- 100% Employee Paid.
- FY12: One plan offering at $23 per month
- FY13: Two plan offerings:
  o $23 per month
  o $16 per month

Long Term Care & Back-up Child/Elder Care Programs
- Fall of 2012
  o Campus wide communication plan
    ▪ Home mailings
    ▪ Info on HR website
  o On-campus meetings
  o One-on-one meetings
  o Registration/sign-up period

TALENT ACQUISITION & CAREER PLANNING
- In order to attract a more diverse and qualified applicant pool, the career portal has been modified and we've begun using social media to advertise vacancies. Available are planning meetings to all departments creating the best strategy to fill vacancies.

Dual Career Assistance
- Expanded services offered for dual career candidates. In partnership with Wake Health and the Winston-Salem Chamber of Commerce, formation of a networking group of local organizations to assist dual career candidates in finding placement.

On-Boarding
- Process improvements to the Red-Carpet on-boarding system providing ease of access for new hires, managers, and users across campus to utilize the system. Negotiated a contact with a new background screening vendor, OrangeTree. In addition to saving the University money, the average turnaround time for background screens has been significantly reduced, resulting in new hires being able to start sooner.

Exit Process
- Automation of the exit process through RedCarpet. The new process allows the exiting employee, manager and affected departments to have the information necessary to ensure a smooth transition. We've also begun offering an electronic exit survey so that all exiting employees have the opportunity to share feedback. Their feedback will be used to improve the current work environment and aid in recruiting the best and the brightest.

Coming soon
- The Talent Acquisition and Career Planning team has a number of initiatives in the works that will make it easier for our customers to take advantage of HR’s services.
  o New web-based form for temps, volunteers and regular positions that are not posted.
  o Re-negotiating drug screening vendor and review of other contracts with agencies and job boards saving the University money.
  o Internal career portal will be available through WIN to current employees so they can be the first to bid on new opportunities.
  o New staff orientation is under review to make orientation even more engaging for our new hires.
  o Discussions with departmental senior leadership regarding upcoming recruiting needs.

EMPLOYEE RELATIONS & COMPLIANCE

Title IX Update
On April 4, 2011, the Department of Education's Office of Civil Rights issued a “Dear Colleague” Letter (DCL) addressing issues of sexual violence and misconduct on college campuses. Creation of a website that includes educational materials for faculty, staff and students that can be found at [http://go.wfu.edu/sexualassault](http://go.wfu.edu/sexualassault). All faculty, staff and students are expected to complete this training to understand their obligations as it relates to Title IX issues and the resources available.

Angela Culler, Assistant Vice President for Employee Relations and Compliance, has been recently named as Title IX Coordinator and is available to speak to victims of sexual misconduct. There are also several Title IX Deputy Coordinators: Charlene Buckley, Betsy Hoppe, Barbara Walker, Shonda Jones, Ann Gibbs, Brad Jones, and Doris McLaughlin.

**Professional Development Center**

**Leadership Programs**
- Now accepting applications for three distinct cohort leadership programs. Please visit: [http://pdc.wfu.edu/leadership-management/](http://pdc.wfu.edu/leadership-management/) for more information.

**CORE**
- Continue to add new classes to meet the growing demands of the campus
- Will repeat many first year CORE classes in the summer for those wait listed or whose schedules prevented them from attending
- Please use CORE classes as a resource for performance evaluations and professional development plans

**Coaching and Organizational Development**
- Coaching
  - Currently offer 1-on-1 sessions
- Organizational Development is available (fee for service) for individuals and departments
  - Includes teambuilding, topical needs (i.e. communication, conflict), organizational design (in conjunction with other facets of HR)

**New Ideas**
- Launched new book discussion. Due to great interest, will offer more in the future
- If you have any suggestions on new class topics, programs, or general ideas, please contact the PDC ([http://pdc.wfu.edu/contact-us/contact/](http://pdc.wfu.edu/contact-us/contact/))

**SAC Partnership**
- Angie Jones is now on our Advisory Board and is already adding great value
- We hope SAC can assist the PDC with creating campus-wide guidelines for individuals interested in participating in classes (i.e. how many hours per month is reasonable without taking PTO, etc.)

**Question & Answer:**

- How do you envision the training program looking for the new performance evaluation process? Mandatory and/or optional; and to what management levels?
  - Performance Management Process - Current process includes all staff having a performance and development conversation with their supervisor at least once a year. There are no anticipated changes in this area. The partners are currently speaking to/with leaders across campus to ensure the process is understood and to answer questions. Additionally, several classes are being offered on topics related to performance management (i.e. performance appraisals, giving feedback).
  - Systems Training - Implementation of a new performance management system. The vendor will provide a mixture of training aids through a variety of mediums (i.e. videos, printed materials etc). While we are still working on the implementation plan, we are likely to offer power user training to HR Liaisons and follow a "train the trainer" type roll-out with classroom facilitated training. Asking them to assist others within departments. This training will be done internally using HR resources and potentially collaborating with IS. All the training is optional. However, we are looking into how we can more effectively engage leaders without making the sessions "mandatory." We have several options we are discussing amongst the HR team, but no decisions have been made at this point.