

Spring 2022 Deans and Department Chairs Meeting

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Staff Recruiting and Retention

CURRENT MARKET CHALLENGES

Market Challenges

Staff Retention

To address the challenges departments are experiencing with staff retention and turnover, HR is:

- **Streamlining** Merit Pay and Market Adjustments
 - Requests 5% or below, with no individual increase in the previous 12 months, will flow seamlessly through the HR process.
 - Departments are encouraged to utilize available rate to retain high performers in this challenging market.
- **Prioritizing** Counteroffers
 - Feedback is provided within 1-2 business days.

Market Challenges

Staff Retention

To address the challenges departments are experiencing with staff retention and turnover, HR is:

- **Evaluating** the Staff Compensation Study conducted by Segal Consulting
 - Implementation is expected to begin in fiscal year 2022/2023.
- **Conducting** ongoing research to identify recruitment and retention strategies that will ensure Florida State University continues to be a desirable career destination.

Market Challenges

Additional Resources

- **Alternative Work Location Arrangements**
 - Telework: up to two days per week approved at the College/Department level
 - Additional telework flexibility and 100% remote is available with VP and HR approval
- **Employee Incentives**
 - Sign-on Bonuses
 - Retention Bonuses
 - Performance Bonuses

Market Challenges

Additional Resources

- **Total Rewards**
 - Total Compensation Calculator
 - Link: <https://hr.fsu.edu/total-rewards/compensation/total-compensation-calculator>
 - Benefits, professional development, training, and employee recognition
- **Compensation and Employment & Recruitment Services**
 - Review staffing plans, organizational structures, and market data

Market Adjustments

ACADEMIC PROGRAM SPECIALIST (STAFF)

Academic Program Specialist

Last Fall, the University implemented market adjustments for Academic Advisors as part of a phased approach to meet market challenges in academic support roles.

Effective March 18, 2022, the minimum salary for the Academic Program Specialist job code (9396) will increase to \$42,000.

Implementation:

- Employees under the new minimum will be raised to \$42,000.
- Employees at or above \$41,000 will receive a 5% increase to address compression within the code.
- Increase will be reflected on the April 8, 2022 paycheck.

Requests to address individual compression or salary concerns outside of this classification with available rate may be submitted to HR through the normal review process.

Market Adjustments

General HR Updates

EQUITY, DIVERSITY & INCLUSION, COLLECTIVE BARGAINING

HR Reporting & Investigation Tutorial

Provides overview of the complaint and investigation process.

Tutorial link:

<https://rise.articulate.com/share/o8gwNarbzZXrOFRm2pZCHwGZ3kxp3r5l>

General HR
Updates

General HR Updates

Equity, Diversity and Inclusion Dashboard

This dashboard was developed to provide real-time reporting on the progress of efforts by the President's Council on Equity, Diversity, & Inclusion, the Presidents' Anti-racism, Equity, and Inclusion task force, and goal 3 (D&I) of the university's Strategic Plan.

The EDI dashboard will be released this week.

We ask that colleges place the link below on your college home page and disseminate as appropriate.

Link: <https://diversity.fsu.edu/equity-diversity-inclusion-dashboard>

General HR Updates

Collective Bargaining

UFF- General Faculty Unit – Full Book

Negotiations began March 16 with the goal of completion by June 30.

Management Bargaining Team:

- **Renisha Gibbs, Associate VP for Human Resources, Co-Chief Negotiator**
- **Michael Mattimore, Co-Chief Negotiator**
- Janet Kistner, VP for Faculty Development and Advancement
- Lynn Hogan, Assistant Provost
- Lisa Scoles, Deputy General Counsel
- Rebecca Peterson, Senior Associate Director, Faculty Relations

General HR Updates

Collective Bargaining

UFF – Graduate Assistant Union (GAU)

GAU requested impact bargaining for Spring 2022 due to impacts of COVID. Negotiations are scheduled for April 1.

Management Bargaining Team:

- **Rebecca Peterson, Senior Associate Director, Co-Chief Negotiator**
- **Michael Mattimore, Co-Chief Negotiator**
- Renisha Gibbs, Associate VP for Human Resources
- Mark Riley, Dean of the Graduate School
- Paul Harlacher, Associate VP for Academic Affairs
- Lisa Scoles, Deputy General Counsel

General HR
Updates

QUESTIONS?