East Carolina University’s Career Banding Implementation Team Receives CUPA-HR’s SunGard Higher Education Innovation Award

The Career Banding Implementation Team at East Carolina University received the College and University Professional Association for Human Resources (CUPA-HR) SunGard Higher Education Innovation Award. This award, sponsored by SunGard Higher Education, recognizes human resource innovations in technology, process improvement, partnerships that advance the profession, or approaches to current challenges facing HR. The recipient’s institution receives $3,000 to go into an endowment or scholarship fund on behalf of the recipients.

The team received the award for its development of a complete array of online tools and information to facilitate effective transitioning from a “graded” job classification system to a “banded” classification system. The team is led by Nonie Garcia, director of classification and compensation, and also includes Susan Gerlach, Deborah Hall, Damian Locklear, Jennifer Muir, Pattie Woolard and Ashley Worthington.

The tools and information have helped East Carolina University campus departments and individuals understand the complexities of the change and have greatly facilitated the change process. Through the actions of the implementation team, ECU has
taken the lead on career banding implementation across the state of North Carolina. In addition to being well received across campus, the ECU tools and information are frequently used by other campuses and state agencies as the gold standard.

The implementation team has continued to pioneer innovations, including development of an online classification tracking and decision process. Adapting software from PeopleAdmin, the implementation team has expanded the tools to include online job descriptions, competency assessments, and process tracking.

About CUPA-HR (www.cupahr.org)

Founded in 1946 and based in Knoxville, Tennessee, CUPA-HR is a nonprofit, member-supported organization that serves more than 11,000 human resource professionals at 1,700+ colleges and universities as well as others interested in the advancement of human resources in higher education. CUPA-HR’s National Higher Education Human Resource Awards program promotes and rewards outstanding performance in the field of human resource administration.

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