



University Council

**Talent Development and Human Resources Committee
Goals for the UC year ending April 30, 2018**

Goal	Priority Number	How Will Goal Be Measured?
<p>Offer talent development/training for UA employees: deliver programming and training to employees in a cost-effective and innovative manner, including 1) skills development (ex: PeopleSoft, Microsoft Suite) and 2) talent development (ex: leadership training, management training)</p>	<p>1</p>	<p>1 – Collaborate with new ITL to expand faculty programming to staff/contract professional. Work with SEAC and CPAC to assess UA employee needs and goals. Can use surveys and track responses.</p> <p>2 – Develop programming by collaborating with HR, colleges and departments. Once programming is developed and running, measure engagement and attendance of programming/training sessions. Provide tools for participants to offer feedback and suggestions.</p>
<p>Implement Health Care Savings/Incentives for UA Employees (ex: preventive health measures to reduce the cost of health care; discounts for scheduling annual wellness exam, attending health screening fair, exercise/fitness seminars, etc.)</p>	<p>2</p>	<p>1 – Collaborate with Recreation & Wellness Committee to explore options for health care incentives and savings for UA employees. Research what other universities are offering through a subcommittee.</p> <p>2 – At the end of the year, our committees jointly will make a proposal to UA Leadership of an incentives program that includes all UA employees and complies with ADA and EEOC laws and offers alternatives to incentives for any individuals with disabilities.</p>
<p>Resubmit Sick Leave Bank Policy to UC for adoption.</p>	<p>3</p>	<p>1 – Is the policy adopted by the University? Are employees participating by donating and using time from the sick leave bank?</p>