

Talent Development and Human Resources Committee Annual Report May 1, 2017 – August 31, 2018

Current Goals:

(Submitted to UC in September 2017)

Goal/Metric	Accomplished	In Progress	Not Accomplished
Resubmit Sick Leave Bank Policy to UC for adoption.	X		
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)		X	
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.)		X	

What were your top two successes?

1. We worked with SEAC and CPAC to revise the Sick Leave Bank Policy and submitted it to UC which adopted it. The Provost sent in on to Human Resources for minor changes, which should be complete by the end of summer 2018.

2. We initiated and held meetings with ITL and Jarrod Tutor to begin planning for programming and training for UA staff CPAC and SEAC representatives sent surveys to their members to gauge UA employee training and education needs and tracked responses from Solutions options These preferences have been sent to Dean Tudor, who is considering further discounts for staff signing up for programs.

To provide leadership training for administrators, the Committee sent on to Dean Tudor our 2016 Report on options for such training at other Ohio universities. He has said that he is interested in such possible cooperation with other universities, but we have not heard back from him.

We hope to hear back from Dean Tudor over the summer (MAY DO SO BEFORE AUGUST 3) so that we have a good plan in place to move forward with providing employee trainings (to staff and contract professionals.)

What were your top two challenges?

1. We have not yet been able to implement health care savings/incentives for UA employees. We have been collaborating with Recreation & Wellness on this issue. Our committee has conducted research on other universities with such programs in place. At the moment we are trying to find an incentive program that meets EEO's requirement that it is available to all employees and can be implemented as a reward system outside health insurance discounts. We have had to be mindful of federal laws and limitations as we look to implement such a savings/incentive plan.

2. We had many Topic Submissions come our way this year that took time for us to review and discuss and as such, we did not make as much headway on 2 of our goals, as planned.

We note two of those submissions:-

- a. A request by CPAC and SEAC to the Committee to support their request for a timeline for long awaited salary increases. UC passed our resolution to give that support. We note that an increase in salary for non-union administrative staff was included in the budget this June.
- b. A request to develop a policy on bullying and non-sexual harassment has led to a search for best practices at other universities. We see development of this policy as a potential goal for 2018-19.

Please list the dates of your meetings:

September 5, 2017

October 3, 2017

November 7, 2017

November 28, 2017

February 7, 2018

March 7, 2018

April 4, 2018

May 2, 2018