

**HUMAN RESOURCES ADVISORY COMMITTEE (HRAC)  
MEETING SUMMARY  
JANUARY 19, 2017**

Thanks to those of you who were able to adjust your schedules and attend the HRAC meeting this morning. We appreciate & value your input/feedback.

Here's a brief synopsis of the discussion:

**HRAC Restructure**

We are evaluating a restructure of the HRAC to broaden participation and bring increased focus to key strategic HR initiatives. Our goal is to create targeted HR advisory resources composed of individuals across the university with knowledge and skills which complement the knowledge and skills of our HR Team. We proposed the creation of 3 advisory councils, Benefits, Compensation & Talent Management; two representatives from each of these advisory groups will form a broader HRAC. Over the next week, we will define the scope and purpose of each group and the approach we will use to solicit participation and share this information with the current HRAC.

**HR Initiatives**

VP/Deans and Lead Fiscal Officers received a list of employees in their unit who will receive an equity adjustment in January. Employees (staff) and their direct supervisor will be notified via email on Friday afternoon, January 20<sup>th</sup>.

**Open Positions**

We will be recruiting a Sr. Compensation Analyst. We will look to fill this position with someone who has several years of compensation analyst experience. Please encourage qualified individuals to apply. I will notify you when position is posted.

Please let us know if you have any questions or comments.

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