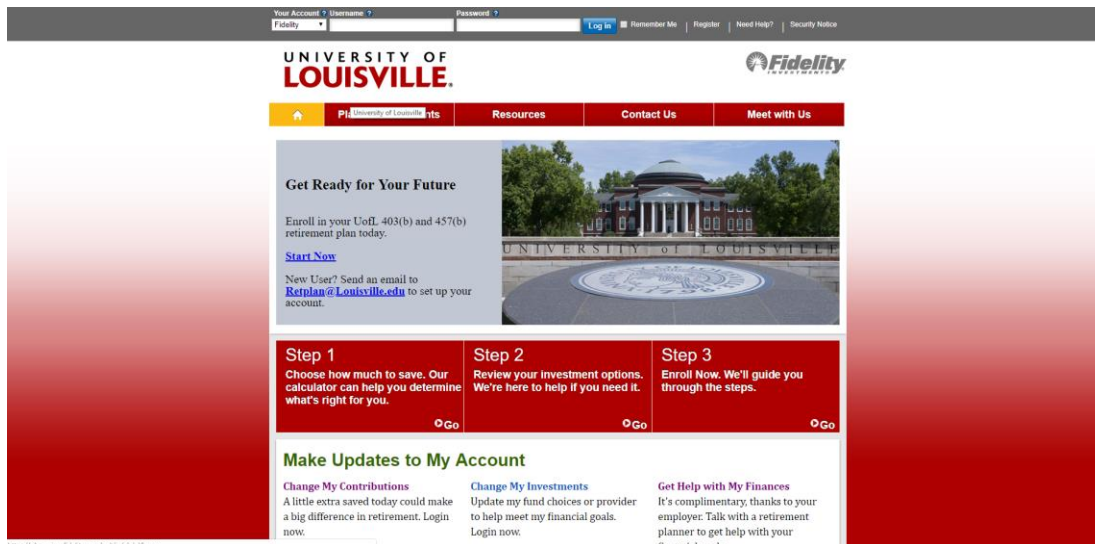


University of Louisville – Faculty Senate – Human Resources Advisory Committee
Report for April 3, 2019 Senate Meeting
Prepared by Reginald Bruce, Committee Member (Management, College of Business)

The Human Resources Advisory Committee met on April 1. Our next meeting for May will be on Monday has been rescheduled to Monday, May 6, 2019.

The Reduction-in-Force (RIF) summary was shared. Total number of RIFs have declined dramatically over the past three years – from 116 in 2017 to only 13 at the present time in 2019. With 5 of these reductions resulting from grants ending, this presents strong evidence of the improved financial position of the University.

There will be a new home page for Fidelity retirement members, beginning April 15th. The following image shows what the site will look like (replacing the current Net Benefits login page).



Four Benefits Town Hall meetings have been held. These have gone well and have been well-attended. More are planned.

John Elliott is starting a monthly HR Liaison Network to meet with staff who regularly work with HR activities and changes (e.g., time keeping, hiring requests, etc.).

The Telecommuting policy for staff has moved to the President's Cabinet. It has gone through a long process.

Brian Buford said the Mentoring program has 32 pairs for the pilot. He wanted it to be especially welcoming to women and minorities. This first group is 78% female and 31% people of color. Most are staff and come from different campuses. He was short on mentors, but when he made phone calls, no one refused. He also has some retirees as mentors, and said they are a great resource for the mentoring program.