

Human Resources Advisory Committee (HRAC) Meeting on 4/29/24

Led by Jacqueline Stepherson, Interim VP for HR

1. Retiree EAP: Per Jacqueline the EAP was never part of the EAP contract. The contract period extends for two more years and benefits can be renegotiated at that time. The cost usually goes up every year and is based on per employee, per month. Jacqueline said it seemed unlikely that retirees would be included in the plan due to cost and that the EAP is geared toward managing work life balance.
2. Compensation Study Update: The Faculty Compensation Study is ongoing. HR learned a lot about the need for communication from the Staff Compensation Study. The Staff Compensation Study is continuing to review staff who have been in their position 6 years or more and supervisors whose pay is less than an employee(s) they supervise. There are 60 ongoing cases that HR is reviewing on a case-by-case basis.
  - a. Career Ladders: Jody Heard asked a number of questions regarding career ladders. Jacqueline said Kevin, President of Staff Senate, has been involved in conversations regarding this subject. Career ladders will provide guidelines for advancement. The various levels are still in process. Jacqueline said they are “going to do better” in communicating going forward. Career ladders with competencies will be completed soon (no specific date was provided) and supervisors will be trained this summer on how the ladders will operate and what is required to advance an employee. The career ladders will be in effect January 2025 and will be used with an employee’s CY2024 performance review to determine if there can be a change to a new level. Changing to a new level does not mean an automatic increase in pay, “it depends” on a number of factors including where an employee is on a pay scale. Changes to a new level will be effective July 1, 2025.
3. Employee Success Center: The Employee Success Center is now under HR and not the President’s office. Brian Buford and all employees are the same as well as the services they are providing.
4. HR Business Operations: Additional documentation will be provided on recruitment, etc. and HR will do a better job communicating the process.

Other: Future meetings - Jacqueline agreed to monthly meetings for May and June instead of every other month as is the current schedule. After July, Jacqueline would not commit to continuing monthly meetings.

Submitted by,  
Senator Jody Heard