

Human Resources Advisory Committee & Benefits Design Workgroup Report

March 10, 2026

Time & Attendance Policy

- Tessa requested the “before and after” versions for PED; Darrell **stated he will provide these** and he did.
- Tessa also suggested that PED and Staff Senate could help with future 3-year policy reviews if HR shares upcoming policies that are up for review.
 - ***Darrell provided this listing and it has been passed along to PED for review.***
- HR appears to be moving faster than committee channels can formally review policies.
- Example: The **Recruitment and Selection Policy** was updated without prior notice; this was communicated through *UofL Today* on **March 4, 2026**.
- PED will review the updated policy. If necessary, a request will be made at the next HRAC/BDW meeting for **tracked changes** to clarify what was updated.

Performance Evaluations

- Workday Pilot Group
 - A pilot group has been identified to submit performance evaluations directly within Workday.
 - The committee understands this pilot is primarily intended to **test the performance evaluation process** and does not directly advance career ladder development currently.
 - HR indicated plans to use results from the pilot to change the performance evaluations process and to improve campus-wide compliance.
- All non-pilot units will continue using **paper evaluation forms**, submitted to their respective LFOs.
- Leadership emphasizes 100% completion of evaluations in this cycle.
 - LFOs have been instructed to ensure full compliance.
 - Follow-up will continue until all evaluations are completed.

- The first status report will be released next week.
 - The **first status report** on evaluation completion is expected next week.
 - The committee will follow up at the next HRAC/BDW meeting, as the performance evaluation period will be nearing or at its close.

Meeting Schedule Adjustments

- To avoid conflicts with Faculty Senate Executive Committee meetings and increase attendance from HRAC/BDW members, HR will adjust upcoming meeting times.
- **Amanda Cunningham (HR)** will coordinate this scheduling change.

Submitted by,
Senator Mani Vangalur