

# Report of the University Council Human Resources Committee

Submitted by Stuart Ivy, Chair, 04/19/19

The HR Committee has had difficulty this year getting a lot accomplished due to the large size of the committee and trying to arrange 26 different schedules to be able to sit down and discuss issues. I think we finally did start hitting our stride the last couple of months. Also, it was decided that we can accomplish tasks and discussions through our committee listserv list.

The final three meetings had very productive conversations and actually had a quorum for the last one. And we were able to unanimously pass a resolution fully supporting the proposal that the Educational Affairs Committee is submitting for required wordage relating to access to mental health resources for students that should be contained in each syllabus distributed for each class at the university.

We were also able to create two subcommittees. One to address making knowledge of mental health resources available for students, staff, and faculty more available and easy to find than the current state of affairs. And to also make suggestions on how those in positions where they are contacted about mental health issues and yet are not trained for such can more easily refer persons concerned to the appropriate resources.

The second subcommittee is formed to address issues of diversity and inclusion among the university community in helping to promote support for underrepresented groups using existing resources and formulating a uniform statement of support that should be included on all appropriate university communications.

The final issue we began discussing was one involving work flows generated by OneUSG Connect and the new "reports to" structure. It was brought out that there are occurring multiple instances where personnel who have before not had to handle personnel administrative tasks are now having to work through time sheets, leave forms, travel expense paperwork, etc. which before was the duty of departmental administrative assistants hired for such work. This work comes at the expense of time normally spent on productive labor for which these persons are trained and knowledgeable. And while we know that there is a delegation ability within OneUSG Connect, apparently some units are not permitting this delegation to take place. We will be looking into this issue further in the coming year.