

Budget & Administration Committee Minutes for January 24, 2024

1. Meeting Called to Order at 2:31pm
2. Roll Call: Keri Watson (Chair), Adam Wells, Ze Wang, Michael Callaghan, Amanda Major, Glenn Martin, Tina Buck, Bob Hoffman, Dipendra Mann, Pamela Baker, Elizabeth Kinchen, Kurt Stresau
3. Approval of minutes from last meeting
4. Announcements and Recognition of Guests
Bernice Lugo, Kathleen Winningham, Cat Puckett, Jana Jasinski, Maureen Binder, Nancy Myers
5. VP Jana Jasinski, Maureen Binder, Nancy Myers, and Kathleen Winningham presenting on Hiring Procedures
 - a. Jan-Dec 2023 Hiring
 - i. 6% AP
 - ii. 4% USPS
 - iii. 3% Faculty
 - iv. 4% Medical Residents
 - v. 6% Adjunct Faculty
 - vi. 11% GTA/GRA
 - vii. 2% Post Doc
 - viii. 64% OPS student workers
 - b. Working on Time to Hire
 - i. Went from 119 days average to 56 for non-student OPS, 97 USPS, and 85 A+P
 - ii. We are the only SUS tracking time to hire
 - iii. Have created 1-page road maps to facilitate the process
 - c. Kelly Education Services manages non-faculty hires (24% commission/placement cost)
5. Old Business
 - a) Brief review of topics and schedule of meetings
 1. 2/21 – Rodney M. Grabowski on Supporting the Strategic Plan (Innovation and Sustainability)
 2. 3/6 meeting canceled
7. Adjournment 3:33Spm



HIRING PROCESS UPDATE

Faculty Senate | January 2024

Maureen Binder, Associate Vice President & CHRO

Jana Jasinski, Vice Provost for Faculty Excellence

Nancy Myers, Director, Office of Institutional Equity

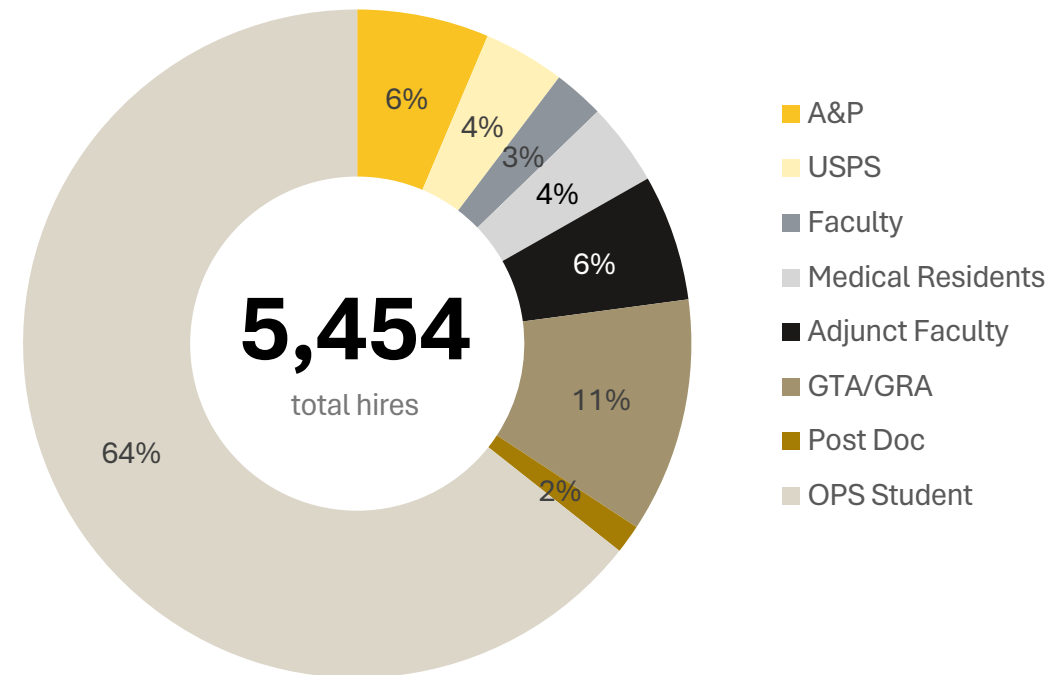
Kathleen Winningham, Sr Director of Knights Experience Team (kNEXT)

HIRING PATHWAYS & VOLUMES

Hiring Pathways

- A&P
 - USPS
 - OPS Non-Student
- } Managed by Talent Acquisition within HR
-
- Faculty
 - Medical Residents
- } Managed by Faculty Excellence
- } Managed by College of Medicine
-
- Adjunct Faculty
 - GTA/GRA
 - OPS Student
 - Post Doc
- } HR Oversight as of January 2024

Jan-Dec 2023 Hiring Volumes

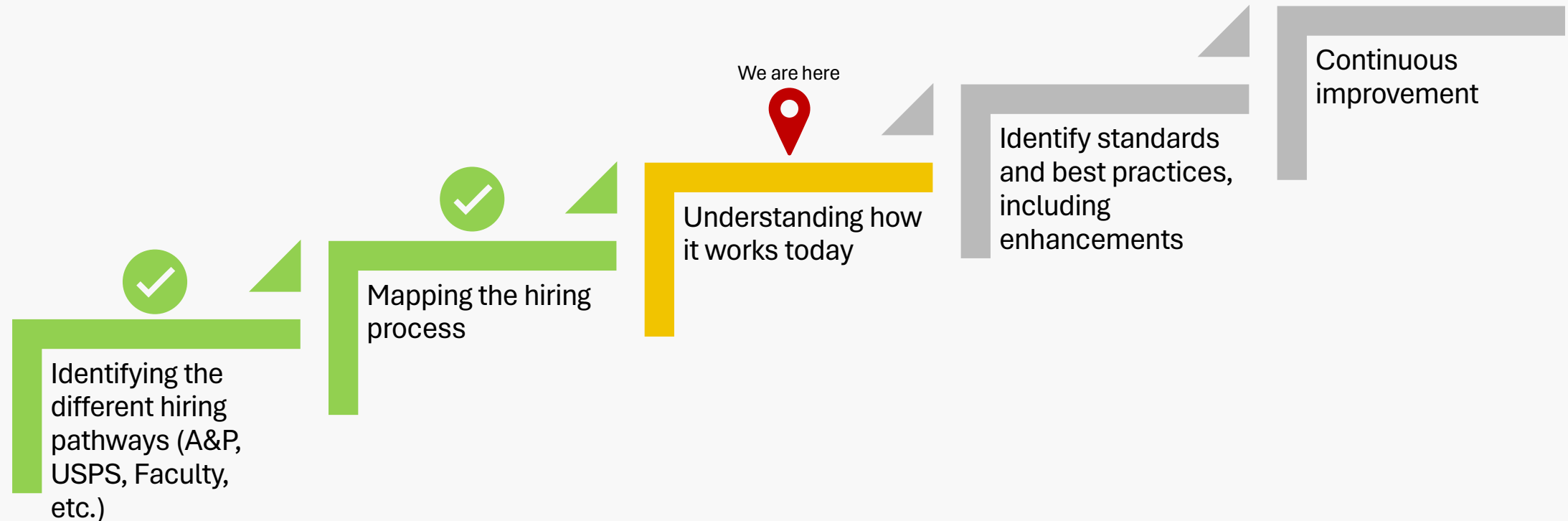


WORK COMPLETED / IN PROGRESS

COMPLETED

- Delivered training to all HR Business Centers on the faculty hiring process
- Delivered online required training for Faculty Search Committees
- Identified initial benchmarks for time-to-hire for A&P, USPS, and OPS Non-Student
- Identified key performance metrics for time-to-hire to compare to industry benchmarks
- Established oversight to all hiring pathways to ensure efficacy of process and employee experience

HIRING PROCESS PROJECT | ROADMAP



HIRING PROCESS OVERVIEW



MAPPING THE PROCESS: UNDERSTANDING HOW IT WORKS TODAY

