

USAC Web Submission

August 2024

Idea/Question: When is HR conducting exit interviews for staff departing the University?

Rationale/Reason: My small department has lost 2 employees in the last 2 months. One for retirement and one for another opportunity. I was surprised that neither was asked to conduct an exit interview with HR, but only met with our supervisor. This will be the third time the position has been posted in the last 3 years, and there are some internal issues that neither would voice to our supervisor.

Response:

The Office of Human Resources offers every departing employee the opportunity to participate in an exit survey and an exit interview. As part of the checklist sent during their offboarding, we give departing employees the option to complete a survey or have an in-person meeting with their HR Business Partner. The gathered information is shared with department leadership unless the individual requests confidentiality. In cases where patterns emerge, feedback is communicated to leaders to help address any systemic issues. Not all employees take the opportunity to participate.

Idea/ Question:

With the Workday transition imminent, there have been hints of changes to job descriptions and financial responsibilities within departments. There are rumors of all financial-type staff reporting to OPB, not their current department heads. What are the details of these changes and when will they be communicated to the people they affect? With recent staff resignations, it appears that some staff know what is going on and some do not. Will UR leadership communicate about these changes to alleviate some of the anxiety caused by the lack of transparency and understanding of upcoming changes?

Rationale/Reason:

For a successful transition to Workday, there needs to be buy in at all levels of the organization. Withholding key information does not translate into a successful transition but harbors feelings of unease and resentment. That is not the norm for UR.

Response: We anticipate that the transition to Workday will modify responsibilities/duties for those who have Divisional or School fiscal management responsibilities. Those changes will result from the enhanced capacity of Workday Finance and will be coordinated and led by both the Office of the Controller and the Office of Planning and Budget and are an important aspect of the transition from Banner to Workday.

As part of the FY 25 budget development process, which includes significant participation of the Planning & Priorities Committee, a position was added within the Office of Planning & Budget to focus on the University's necessarily increasing expenditures and investments in Information Technology Systems to support our mission. Similarly, last year we added a position to support the Provost's Office portfolio.

While future modifications are always possible, at this time, the University has communicated any planned changes of responsibilities/reporting lines to impacted individuals, schools, and divisions as we approach the new Academic Year.