HUMAN RESOURCES

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UT
THE UNIVERSITY OF
TOLEDO

HR INITIATIVES:
UTMC WORKFORCE PLANNING

Time to Fill Nurse Positions

Year	Month	Avg Time to FIll
2021	January	95.83
2021	February	69.33
2021	March	86.09
Total		**80.75**

Applicants to Nurse Positions

Year	Month	# of Applicants
2021	January	12
2021	February	21
2021	March	11
Total		**44**

Time to Fill by Campus

Campus	Year	Month	Avg Time to Fill
HSC	2021	January	90.04
MC	2021	January	93.13
HSC	2021	February	82.75
MC	2021	February	66.94
HSC	2021	March	92.86
MC	2021	March	88.58
Total			**87.69**

Applicants by Campus

Campus	Year	Month	# of Applicants
HSC	2021	January	45
MC	2021	January	45
HSC	2021	February	48
MC	2021	February	17
HSC	2021	March	44
MC	2021	March	12
Total			**211**

Nurses Hired by By Month

Nurses Hired / By Month
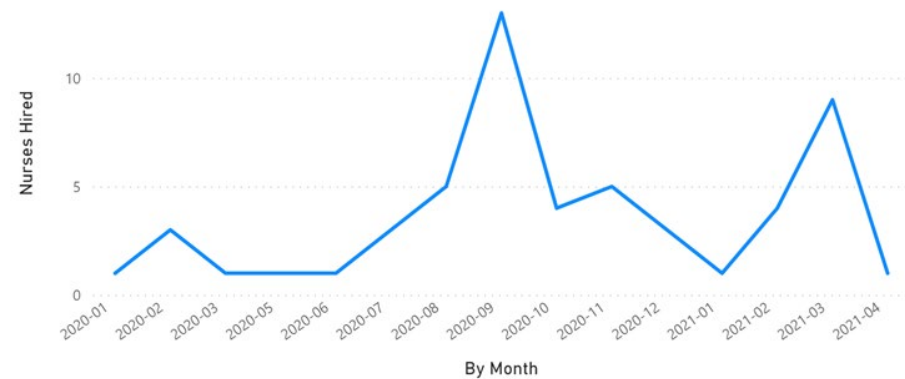
Nurse Terminations by Reason Jan 2020 to present

Reason Jan 2020 to YTD
- Resignation — 57 (37.01%)
- Resigned Other Employment — 52 (33.77%)
- Resigned Personal Reasons — 15 (9.74%)
- Retirement w 10+yrs UT service — 10 (6.49%)
- Resigned Moved to New Locati... — 6 (3.9%)
- Resigned Job Dissatisfaction — 5 (3.25%)
- Probationary Removal — (1.3%)
- Never Began Employment — 2
- Resigned in Lieu of Discharge
- Death
- Involuntary Termination
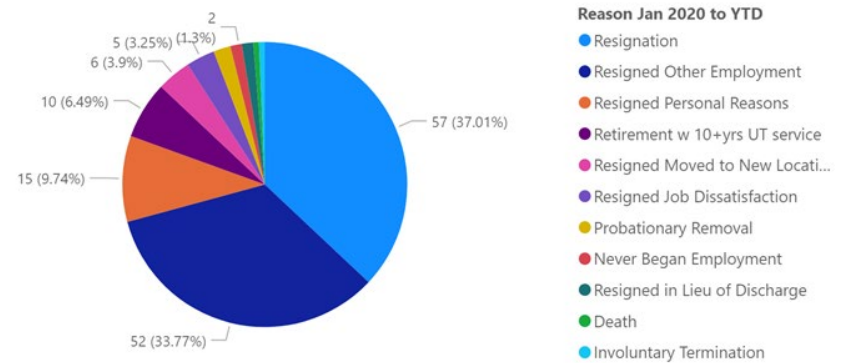
UTMC WORKFORCE PLANNING CONT'D

- Focus on recruiting, retention, critical hiring needs fulfillment, and efficiency in the hiring process
- Compensation planning
- Employee engagement
- Key Measures for Success: Vacancy (18%) and Turnover (23%) Rates

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HR INITIATIVES:
HR INFORMATION SYSTEM UPGRADES

- Candidate/Applicant Tracking and On-Boarding System
- Banner HRIS Upgrades 18-24 month project timeframe
- HR Call Center

HR INITIATIVES: TOTAL REWARDS

- Compensation committee / wage survey management
- Improve communication / total reward statements
- Reduce pay variability and standardize pay practices
- Automate benefits enrollment

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HR INITIATIVES:
FML (FAMILY MEDICAL LEAVE) OUTSOURCING

- Goal is to automate this highly transactional process while improving consistency and mitigating risk.
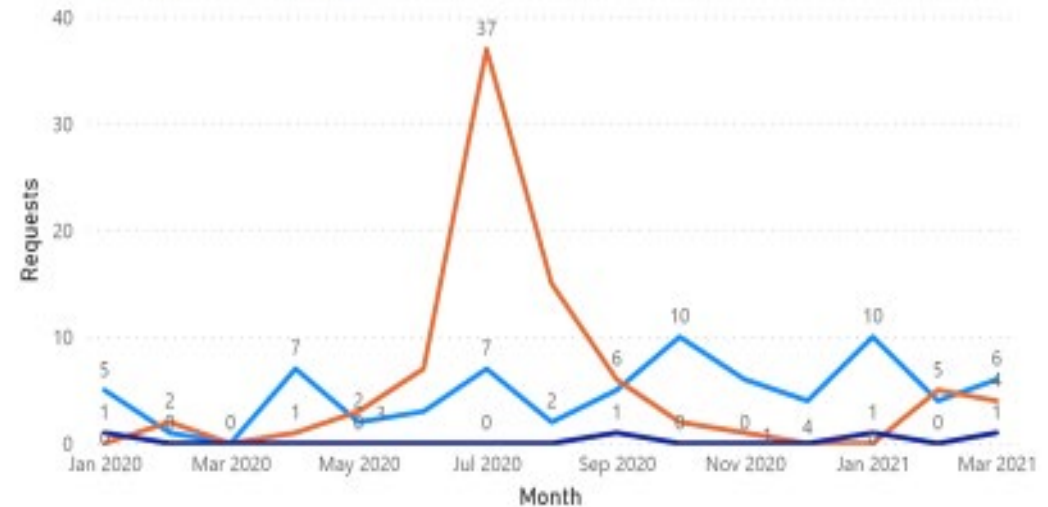- Estimated go-live date is July 1.

FMLA EEs by Location and Period
Period ● 2021-01 ● 2021-02 ● 2021-03
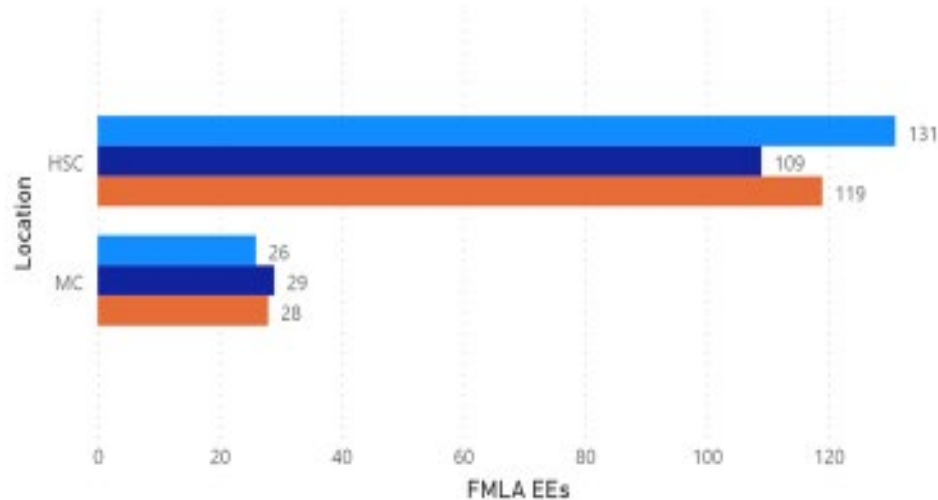
ADA Requests: January 2020 to present
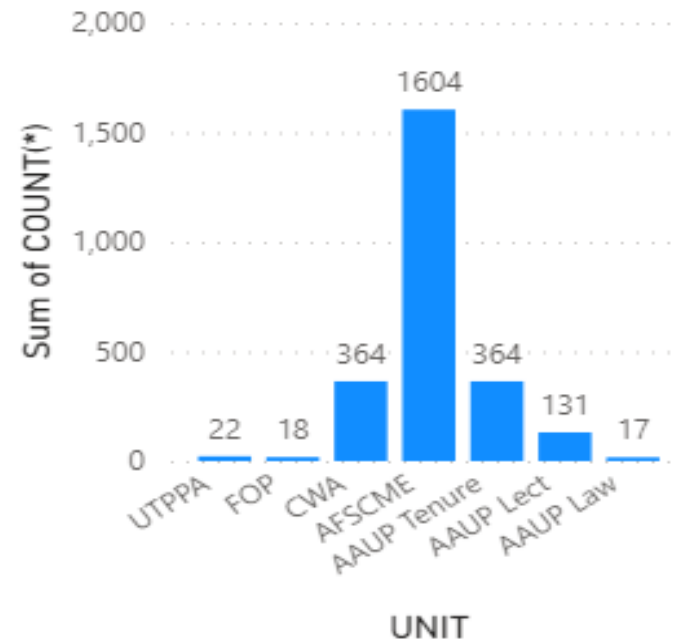Source ● HSC ● Job Applicant ● MC

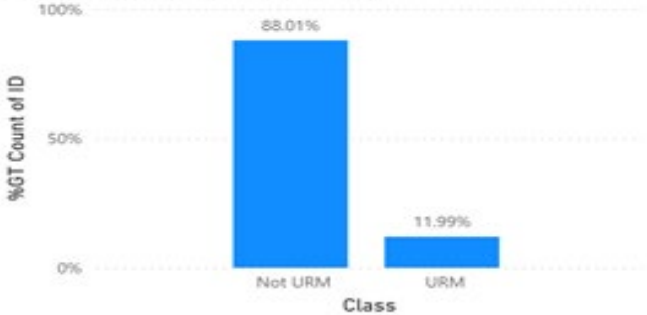# HR INITIATIVES: LABOR

Contract Season:
- AFSCME – Summer
- UTPPA – Fall
- CWA – Ongoing
- AAUP Law - Ongoing
- FOP - Complete
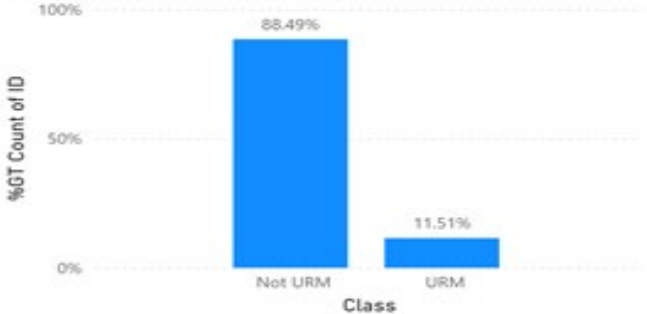

Active Bargaining Unit EEs

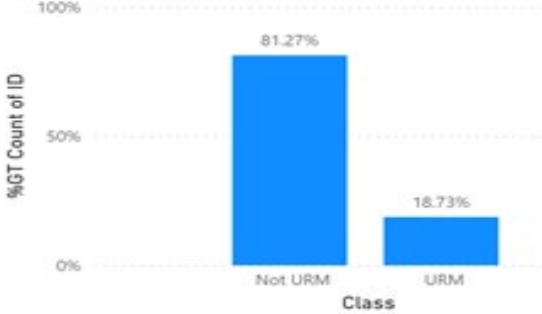# HR INITIATIVES: URM RECRUITMENT AND RETENTION

- Stay/Save/Exit Interviews
- Recruitment Practices

HR INITIATIVES:
TRAINING AND ORGANIZATIONAL DESIGN

Training and OD creates, promotes and advances individual and organizational growth through a variety of training programs and development opportunities.

- Leadership Development Series:
    - New Manager Training (March, 2021)
    - Leadership Development (August, 2021)
    - Advanced Leadership Practices (August, 2021)
- Learning Management System: LinkedIn Learning
- Online Toolkits and Resources
- Leadership/Executive Coaching
- Consultative Offerings

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HR INITIATIVES: EXECUTIVE SEARCH

Formulaic Approach

- Position profile development
- Targeted outreach and screening
- Review and selection
- High touch interviews
- Reference, negotiate, confidentiality

Cost Savings for University

Current:

- Vice Provost for Academic Administration and Faculty Affairs
- Dean, College of Natural Sciences and Mathematics
- Chair of Surgery (ProMedica/UT)
- Assistant Vice Provost for Institutional Research

Completed:

- Associate Vice President for Risk Management and Chief Risk Officer

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