AGENDA ITEM SUMMARY

1. NAME OF ITEM: Strategic Human Resource Management

2. INITIATED BY: James H. Page, Chancellor

3. BOARD INFORMATION: X BOARD ACTION:

4. BACKGROUND:

One of the Administrative Reviews conducted pursuant to the Board’s Goals and Actions is a review of the Human Resources function. The overarching recommendation of the Review Team is that UMS transition to a paradigm of strategic human resource management, employee engagement and optimal service delivery. This would represent a significant change in how UMS operates and in the organizational culture.

To provide an opportunity for the Board to explore the potential impact of this paradigm change, Chancellor Page has asked Executive Director of Organizational Effectiveness David Stevens to lead a 90 minute Board discussion of the implications of these potential changes.

The draft report of the HR Administrative Review Team is enclosed to provide background. The report itself is not on the Board’s agenda for the May meeting. It is anticipated that the report will be subject to wide distribution, comment by the university community, and potential revision, prior to being on the July Board agenda for action.