

Office of ~~talent development and~~ human resources.

- (A) The president of the university, as specified in rule 3359-1-05 of the Administrative Code, the president is executive head of all university colleges and departments possessing duties, responsibilities and powers as delineated in the bylaws.
- (B) The ~~vice president for talent development and~~ chief human resources officer shall be appointed by the board upon recommendation of the president, and shall hold office at the discretion of the president, and shall be responsible to the president through the senior vice president and provost ~~and chief operating officer~~.
- (1) The ~~vice president for talent development and~~ chief human resources officer shall plan and direct policies and initiatives to attain short-term and long-term goals as established by the president and senior vice president and provost ~~and chief operating officer~~ in accordance with the policies and rules established by the board and the president.
- (2) ~~Among the responsibilities of the vice president for talent development and human resources are~~ The chief human resources officer is responsible for:
- (a) Creating and maintaining a compensation and classification philosophy and system that supports performance enhancement and measurement strategies;
 - (b) ~~Creating an environment that embraces diversity and difference, including~~ Supervision of the university's office of equal employment opportunity and affirmative action, including development of an annual affirmative action plan;
 - (c) Refining talent acquisition, retention, and advancement strategies and programs to support effectiveness and efficiency in the use and deployment of human talent;
 - (d) Recommending and implementing human resources policies and procedures consistent with a collaborative and integrated teamwork approach to institutional advancement;
 - (e) Administration of employee programs such as performance planning and management, employee development and recognition, employee benefits, labor relations, and employee relations ~~conflict resolution services, and employee immigration services;~~

- (f) ~~Complying with federal, and state employment regulations, and Ohio board of regents personnel report requirements~~ and maintaining employee records;
 - (g) ~~Performing other such duties as may be assigned by the president and senior vice president and provost and chief operating officer.~~ Negotiation and administration of all non-faculty collective bargaining agreements;
 - (h) Administration of all disciplinary actions, including suspension or termination of classified, unclassified, contract professional and non-faculty bargaining unit employees; and
 - (i) Serve as the university appointing authority, including signatory authority for personnel actions, as delegated by the president.
- (C) ~~The associate vice president for talent development and human resources and appointing authority shall supervise the administration of the university's employment policies and procedures. Among the responsibilities of the associate vice president for talent development and human resources are:~~
- (1) ~~Responsibility for non-faculty collective bargaining activities;~~
 - (2) ~~Conducting disciplinary hearings and investigations for non-faculty positions. Responsibility for disciplinary actions including suspension or termination of classified, unclassified, contract professional and bargaining unit employees;~~
 - (3) ~~Serving as appeals officer under university grievance procedures for staff actions;~~
 - (4) ~~Serving as university appointing authority, including signatory authority for personnel actions;~~
 - (5) ~~Representing the university at hearings before state personnel board of review;~~
 - (6) ~~Providing advice and counsel to supervisors and employees to assist them in resolving employee performance related concerns and in appropriate use of university disciplinary guidelines;~~
 - (7) ~~Supervising the offices of Title IX coordinator and American with Disabilities Act (ADA) coordinator;~~
 - (8) ~~Performing other such duties as may be assigned by the vice president for talent development and human resources.~~

~~(D) The president may recommend the appointment of additional administrative officers to support the work of the vice president for talent development and human resources.~~

Effective: 12/15/2018

Certification: _____
M. Celeste Cook
Secretary
Board of Trustees

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