SOM Joint HR/Business Meeting

SOM Employee Relations Update
Lisa “you have no idea how much I don’t like speaking in public” Bjornstad Voss
SPA Probationary Employee End Date Change

- Effective October 2015, the N.C. General Assembly has reduced the probationary period from 24 months to 12 months for all employees hired before, on, or after October 1, 2015.

- Employees impacted by this policy change have been individually notified by email from UNC, and the Hire e-par has been updated in the system to reflect the 12 month period.

- Policy applies to all individuals receiving initial SPA appointments including part-time or full-time, permanent or time-limited positions.

- Supervisors are still required to document performance on a quarterly basis. (September, December and March.)
  - Overall ratings and written comments are not required.
BEST Supervisor Training

What is BEST?

- OHR Blueprint for Engaged Supervisor Training created by OHR Training and Development Department. Program manager: Linda Smith

- The content includes policies and procedures that directly relate to the supervision of SPA employees only.

- UNC Mandatory two (2) day training for all supervisors.

- A participant must be a supervisor of one or more SPA employees. (including SPA temps)

Not Included:

- Person that supervises EPA employees or student
- person that is a supervisor of a program or in title only
- a person that supervises supervisors (manager level)
- a supervisor with a primary faculty appointment.
BEST Supervisor Training

- Phase 1 and Phase 2
  - January 2016-July 2016

- BEST consists of five training segments:
  - Employment and Staffing, Class and Compensation, EO Compliance, Employee Relations, and Self-Assessment

- SOM will send out communication in the next week

- Phase 1 training session for SOM begins January 12 & 14, 2016
  - All classes are at the AOB, from 8:30am-4:30pm

- SOM procured the most training sessions, and have committed to full class participation. 24-30 supervisors/class

- Please send supervisor lists to me and encourage full participation!
SOM Phase 1
BEST Schedule

- January 12 & 14
- January 26 & 28
- February 2 & 4
- March 8 & 10
- March 15 & 17
- April 7 & 14
- June 28 & 30
- July 12 & 14
End of Year and New Year

- Appreciation and Employee Engagement
- Diversity Initiatives
  - Chancellor Folt Memo
    - Series of opportunities for students, faculty and staff to understand and counter racism and other forms of bias.
- SOM best practices-Please send to me
- Employee Assistance Program
  - Toll free 24 hours a day #877-314-5841
  - [http://hr.unc.edu/benefits/work-life-programs/employee-assistance-program/](http://hr.unc.edu/benefits/work-life-programs/employee-assistance-program/)
Thank you for all you do!

- Happy Hanukkah
- Merry Christmas
- Happy Kwanzaa
- Safe Travels