



Human Resources Employee Development

Presented to the University of Kentucky Board of Trustees
Human Resources and University Relations Committee

February 22, 2019



Human Resources (HR)

**Patrice Carroll, Director of Training
and Development, JD, MHR**

Human Resources

Office of the Executive Vice President

For Finance and Administration





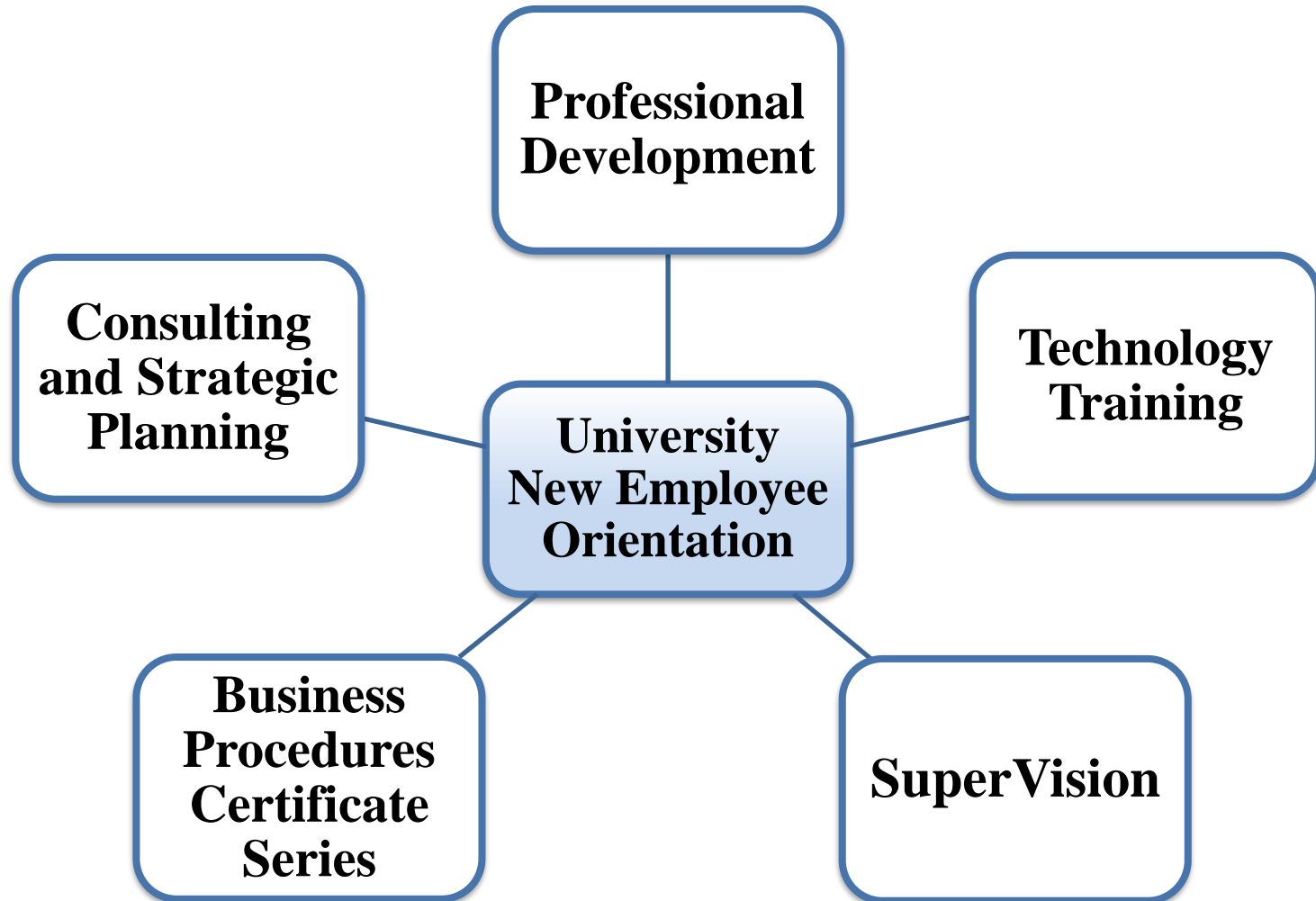
Learning and Development

Attract, Retain, and Grow Talent

- Helps attract and keep great employees for workforce development
- Increases productivity and effectiveness
- Develops sound working practices aligned with University goals
- Leads to more engaged, promotable employees who feel valued



HR Training and Development





Staff Career Development

Regular full-time, non-academic staff members with at least three months of employment at UK are eligible for Career Development Services

Experienced, credentialed career coach within HR Training and Development

Free, confidential in-person or phone appointments are provided

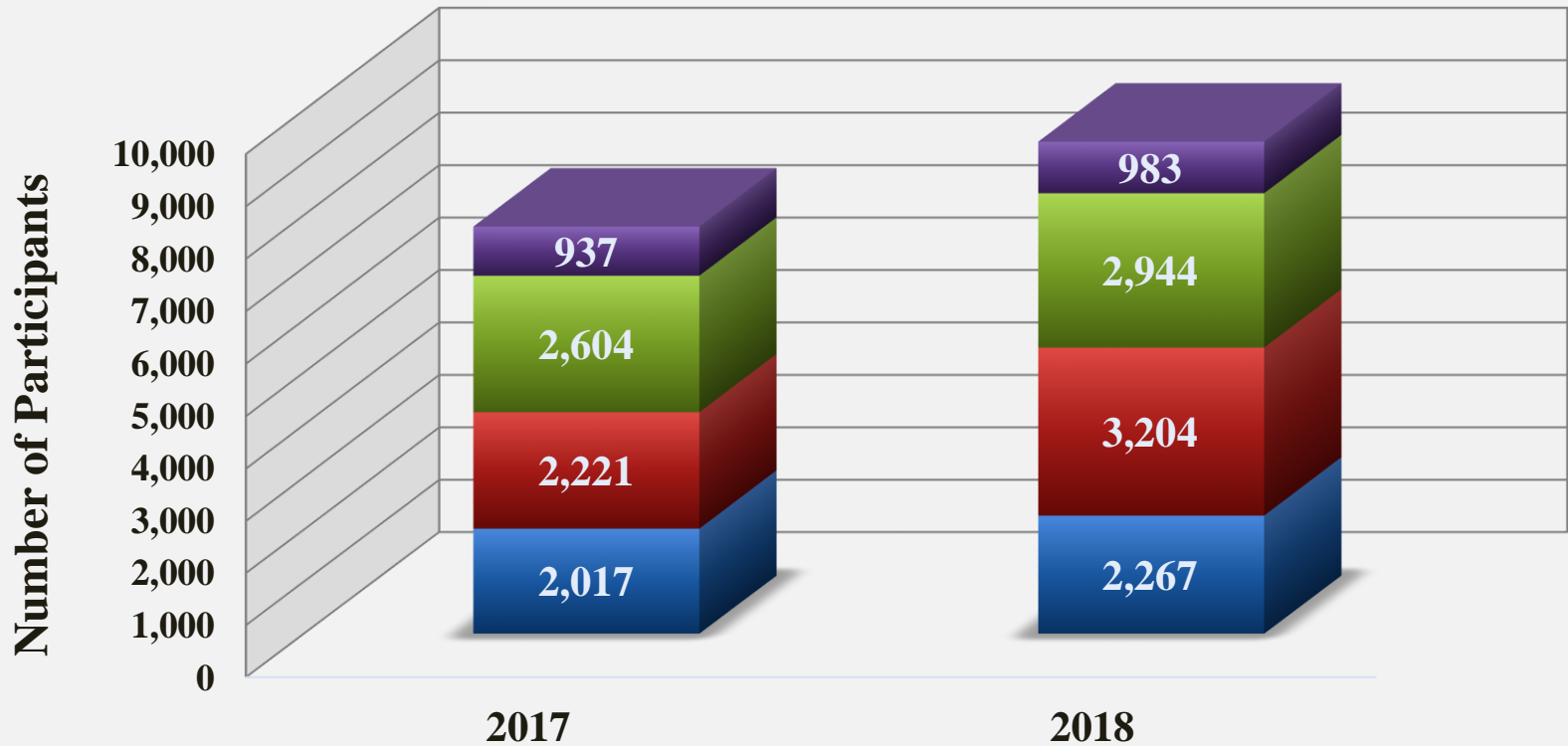
Facilitates the Central Kentucky Job Club in collaboration with the College of Agriculture, Food, and Environment (CAFE) & Alumni Association

Provides three online tools for interview preparation, resume development, and skills identification



HR Training and Development

Workshop Participation



- University New Employee Orientation
- Professional Development Workshops
- SuperVision Program
- Technology Training



UK HealthCare Development

**Alison Preston, Director of
Learning and Development, MSOD**
*Enterprise Learning
UK HealthCare*





UK HealthCare Development Examples

Enterprise Learning Programs	2016	2017	2018
UKHC New Employee Orientation	1,769	1,547	1,905
UKHC New Leader Academy	95	58	93
Quarterly Leadership Development Series	1,343	1,319	1,401
Leadership Excellence Acceleration Program (LEAD)	12	12	10
Talent Management Program	10	12	14
Leadership Week	299	272	272
Executive Leadership Program	39	35	40



UK HealthCare Development

LEAD Program

(Leadership Excellence Acceleration Program)

- Personalized, active leadership development program to support faculty and staff leaders in their current role
- Application process includes performance assessment
- Ten-month program includes elements such as rich assessments, professional coaching, individual development planning, journal clubs, online and in person education, and more



UK HealthCare Development

**Preetham Talari, Medical Director,
MD, FACP, SFHM**
Division of Hospital Medicine
UK HealthCare





UK HealthCare Engagement & Development Opportunities

This organization provides career development opportunities

	2016	2017	2018
Employees	3.85	3.86	3.89
Managers	No filter	4.09	4.15

I get the training I need to do a good job

	2016	2017	2018
Employees	3.95	3.98	3.96
Managers	No filter	4.11	4.12



UK Staff Senate Development

Jon Gent, Chair of Staff Senate
Health Education Specialist
Internal Medicine
UK HealthCare





Staff Senate – Mentoring Program

- For both new and existing staff
- Acclimate staff to the University culture
- Encourage new experiences, develop new relationships, and grow professionally

Currently in a pilot program

Will launch campus-wide in September



Staff Senate – Passport Program

- An engagement tool linking existing and newly created professional development programs
- The intent is to gamify professional development on campus
- Individuals will be recognized campus-wide for hitting milestones

Currently in development

Expected to launch in the fall



UK Graduate Studies Development

Morris Grubbs, Ph.D.
*Assistant Dean and Director,
Office of Graduate Student
Professional Development*





Developmental Collaborations

Graduate Student Focused

GradDegree+: A Graduate Student's Professional Toolkit

- A partnership between HR Training and Development and the Graduate School
- Provides master's and doctoral students with opportunities to develop and refine transferable skills for a wide range of career paths inside and outside academia
- Students build a personalized curriculum by completing one or more workshop tracks in Leadership, Diversity, Communications, Creative Problem-Solving, and Professional Computing
- Workshops assist students in:
 - Identifying personal and professional areas of strength and growth
 - Building foundational elements of successful leadership and teamwork
 - Applying a range of communication styles appropriate to various audiences
 - Recognizing multiple dimensions of diversity in the workplace and developing ways to create and foster inclusive work environments



UK Graduate Studies

Teaching Assistant, College of Arts and Sciences

Jessica Breen, M.S.

Doctoral Candidate in Geography





Faculty Development

Kathryn Cardarelli, Ph.D.
*Assistant Provost for Faculty
Advancement*





Leadership Development Programs for Faculty

Provost Office of Faculty Advancement

Program	Total Participants	% Women	% URM*
SEC Academic Leadership Development Program	37	62%	16%
Chairs' Academy I	96	43%	7%
Chairs' Academy II	37	41%	11%
Women's Executive Leadership Development Program (WELD - Faculty & Staff)	75	99%	9%
Bluegrass Higher Education Consortium Academic Leadership Academy	37	49%	16%

*URM (underrepresented minority) faculty include those who self-identify as African American, Hispanic/Latino, Native American, Pacific Islander, or more than one race.



Faculty Development

Cristina Alcalde, Ph.D.

*Professor of Gender and
Women's Studies*

Marie Rich Endowed Professor

Associate Dean of Inclusion

and Internationalization

College of Arts and Sciences





Questions?



Presenters

- Kim Wilson, Vice President and Chief Human Resources Officer
- Patrice Carroll, Director of Human Resources Training and Development
- Alison Preston, Director of Learning and Development, Enterprise Learning, UK HealthCare
- Preetham Talari, M.D., Associate Professor of Medicine, UK HealthCare
- Jon Gent, Chairperson, Staff Senate; Health Education Specialist, UK HealthCare Internal Medicine
- Morris Grubbs, Ph.D., Assistant Dean and Director, Office of Graduate Student Professional Development
- Jessica Breen, doctoral student in Geography
- Kathryn Cardarelli, Ph.D., Assistant Provost for Faculty Advancement
- M. Cristina Alcalde, Ph.D., Professor of Gender and Women's Studies Marie Rich, Ph.D., Endowed Professor, Associate Dean of Inclusion and Internationalization, College of Arts and Sciences