

Employer of Choice Advisory Committee

Charter | March 2024

Introduction

Regis University is committed to becoming an employer of choice, fostering a purposeful and enriching employee experience in alignment with our mission. The 2023-2028 Regis University Strategic Plan emphasizes three pillars, one of which is:

Regis University attracts and retains top talent. This is accomplished through a dynamic and committed attention to its Hispanic-serving identity and Jesuit Catholic mission, a tradition of scholarship, and a nimble work environment. Regis is dedicated to fostering a healthy and joyful work environment that results from a diverse and inclusive community that promotes employee growth, well-being, and work-life balance. This community of dedicated and empowered employees provides a sustainable and transformative education to its students near and far.

To realize this vision, it is imperative for both employees and University leadership to engage in meaningful dialogue and collaboration. The Employer of Choice Advisory Committee (EOCAC) serves as a formal platform for this dialogue, enabling employees to provide feedback and insights to Human Resources for the development and enhancement of programs and services.

Purpose

The Employer of Choice Advisory Committee (EOCAC) functions as a forum for engagement and feedback between Human Resources and the broader University community, with the objective of advancing our status as an employer of choice. Advisory in nature, the committee is tasked with evaluating new initiatives, proposed changes to existing programs and policies, and other relevant matters. EOCAC does not engage in advocacy but instead offers constructive, fact-based evaluations of HR endeavors.

Matters brought before the EOCAC for consideration may include, but are not limited to:

- Total Rewards (compensation, benefits, and wellness)
- HR service delivery
- Communications
- Talent acquisition
- Talent management
- Other strategic initiatives

Membership

- The Committee is appointed by the President and the Associate Vice President of Human Resources (AVP, Human Resources).
- Membership shall comprise of at least 12 individuals, including faculty and staff based on nominations from the Senior Leadership Team. Additional at-large members may be appointed as necessary. Efforts will be made to ensure diversity and representation from across the University.

- The Committee will be co-chaired by the President and AVP, Human Resources. One faculty member will serve as a liaison to the Faculty, and one staff member will serve as a liaison to the Staff Advisory Council.
- Committee members will serve a two-year term*, with the option for one additional one-year appointment, not exceeding three successive years. Reappointment after a minimum one-year break in service is possible.
- Terms may be staggered to ensure continuity. The co-chairs may terminate a member unable to fulfill their responsibilities.

*The President and AVP, Human Resources, may, at their discretion, opt for inaugural appointments of varying durations to prevent all charter members from ending their terms simultaneously.

Appendix A

Qualifications, Responsibilities, and Expectations of Members

- Members should be actively engaged faculty and staff members, recognized as informal leaders and resources by their peers. Diversity and representation of the University community are essential characteristics in member selection.
- Members are expected to:
 - Have a strong interest in enhancing the Regis employee experience.
 - Adopt an evidence-based approach to understanding and advising on committee matters.
 - Provide feedback based on the broader University community's needs and interests, and be committed to the greater good.
 - Solicit feedback from peers and communicate relevant perspectives to the committee.
 - Members will serve as liaisons to their respective departments, divisions, and units, conveying information as agreed upon by the Committee.
 - Maintain confidentiality of information as appropriate
 - Respect that our discussions are a space in which all members can speak freely without fear of retribution or repercussions.
- The Committee may study, deliberate, and make recommendations to the Senior Leadership Team (SLT) regarding proposed revisions, modifications, additions, or deletions to benefits programs. However, vendor selection, plan investments, and administrative responsibilities fall outside the Committee's purview. Members may offer input on program design, communication, education, and other related areas.
- Meetings will be held quarterly, with additional sessions convened as needed. Members are expected to attend at least 75% of meetings. Substitutes are not permitted to ensure consistency and productive dialogue.
- Meeting minutes will be recorded and summaries posted for transparency and reference.

By agreeing to serve on the Employer of Choice Advisory Committee, members commit to actively contribute to Regis University's goal of becoming an employer of choice.

Signature

Date