

Connections

The University of Akron

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Human Resources Office

Administrative Services Bldg
(ASB) 185 Mill Street
Akron, OH 44325-4733

Phone: (330) 972-6583

Editor

Mike Kimble

mkimble@uakron.edu

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Our Vision:

A Creative Approach to EEO/AA and Employee Selection

By Gaston Reinoso, Director EEO/AA and Employee Selection

Until now, most public organizations have used their EEO Offices as a control function. This method created a passive approach within the field of EEO where the function of the office was to simply wait for complaints, or analyze hiring practices after the fact. For the most part, there was often little or no involvement from EEO Officers in the actual recruitment of job candidates. Rather than working to market the institution and increase the pool of minority applicants, EEO officers generally responded with approval or denial at the end of a search.

Our vision is a more creative approach to EEO. It is a more cost effective approach that will focus on the satisfaction of federal and state employment laws through the effective recruitment of outstanding job applicants, and promoting The University of Akron as a premiere employer within all corners of our community. The result of this approach will be the successful recruitment of large numbers of highly qualified women and minority applicants for positions throughout the institution with the goal of attaining a highly diverse and outstanding work force.

This cannot be accomplished just through the work of the EEO Office. This requires the collaboration of the whole campus community. The first step to building this new approach will

be to pay close attention to the outlets used to advertise positions. Greater analysis of our employment advertising will result in greater efficiencies in the use of our limited financial resources and ultimately a larger number of highly qualified applicants for each position advertised. The second step, involves establishing a strong network of contacts throughout higher education to promote vacant positions and invite professionals throughout the field to nominate qualified candidates. The third step is working closely with Search Committees to assist them with the logistics of their searches.

The EEO function at the University of Akron can be a true multi-purpose office. On one hand, we will continue to assist departments with their compliance of federal and state laws while also promoting programs to improve communications and interpersonal relations. In addition the department can play a strategic role in the attainment of the University's goals by working with all hiring units and search committees to dramatically increase the pool of qualified applicants who will be selected to become productive employees.

The University of Akron is a marvelous institution that is the cornerstone of a great city. I hope I can call on every employee on the campus to help promote the University throughout the region and the nation as a premiere place to work.

Note: Gaston Reinoso joined The University of Akron's HR Office in early August. Gaston can be reached by phone at ext: 7300 or by email at greinos@uakron.edu

ACE Employee Recognition Winner

Heather Wenzel is recognized as July's ACE Employee of the Month for July 2008



For a complete listing of all fall sports schedules go to www.goazips.com

“For fall semester 2008 we have teamed up with units throughout and beyond the campus community to offer topics covering communication, conflict resolution, safety and wellness, adult care giving, cultural diversity, and personal financial planning.”

Associate Controller Heather Wenzel, of the University Controller's Office, was named the July ACE Employee Recognition Winner for the month of July. Heather won the award after being nominated by her fellow colleague, and new University employee, Christie Christy.

Upon Christie's arrival at the University, Heather served as her mentor in explaining the role and duties of Christie's new position. Heather is a great example of how the ACE Connection can benefit not only our customers, but our fellow colleagues. Our thanks to Heather for putting ACE in Action!

ACE Employee Recognition Winner for July 2008



Heather Wenzel, Associate Controller

Learning, Development and Communication Services Curriculum New Variety of Learning Opportunities Offered to U of A Employees in Fall 2008

Learning, Development and Communication Services (LDCS), formerly Training and Development Services, is reemerging this fall with a new and updated curriculum.

Over the past few months LDCS has been performing various needs assessments around campus with employees, supervisors, and administrators. The result is a new and tailored curriculum designed to supply you with learning opportunities

that meet your needs more efficiently.

LDCS is excited about the new direction our approach to professional development has taken. This approach is designed to not only meet the professional development needs of our University employees, but their personal needs as well.

For the fall semester 2008 we have teamed up with units throughout and beyond the campus community to

offer topics covering communication, conflict resolution, safety and wellness, adult care giving, cultural diversity, and financial planning.

Look for your copy of the fall 2008 catalog, for a list of available seminars and workshops. Also, watch for upcoming editions of *HR Connections* and postings on Email Digest to find out about other educational opportunities available throughout the semester.

Employment Opportunities Bulletin to Change Publishing Date

To better serve our customers, effective September 15, 2008, HR-Employment Services will be changing the publishing date for the Employment Opportunities Bulletin (EOB) from every other Tuesday to every other Monday. Doing so will help us coordinate with our outside advertising efforts more efficiently. Completed and approved Search Plans will now be due to HR-Employment Services by 4:00 p.m. the Thursday before the next EOB publish date. Call Martha Reynolds ext. 7089 or Kris Feagan ext. 6834 with any questions.