

UC TDHR Standing Committee Annual Report UC Year 2024-2025

Goal/Metric	Accomplished	In Progress	Not Accomplished
Culture: Well-being and Mental Health for campus culture.		X	
Succession Planning: Begin the conversation of succession planning for campus community.		X	
Helping to educate and engage the campus on human resource tools and programs.		X	

What were your top two successes?

1. We established a subcommittee with UC-TDHR and HR to outline and benchmark succession planning processes with other universities. As one of the first institutions to pursue this initiative, we have developed an outline and preliminary timeline of materials, and we have identified and will be launching a pilot group to begin implementing these test materials in late Fall 2025.
2. We identified the need to develop mandatory mental health training for all campus employees, as no such training currently exists. A subgroup of campus constituents has been established and is working to design an outline and training program, which will be piloted in late Spring 2026. The training will focus on recognizing signs of mental health distress and identifying appropriate campus and community resources to support both students and colleagues.

What were your top two challenges?

1. Although levels of committee engagement have varied, we value the contributions made and recognize the demands on everyone's time. We look forward to fostering greater participation and collaboration, as each perspective is vital to advancing our goals.
2. The committee did not operate at full capacity this year, as several positions remained vacant; filling these roles in the future will further strengthen our initiatives and support effective collaboration. (All roles are filled for the 2025-2026 year.)

Please list the dates of your meetings:

September 9/6/24
October 10/4/24
November 11/1/24
December 12/6/24
January 1/27/25
February 2/24/25
March 3/31/25
April 4/28/25
May Did not Meet
June Did not Meet
July 7/28/25
August 8/25/25

Please submit the report to Heather Loughney (hl@uakron.edu) by September xx, xxxx.