

3359-03-05 Officers of human resources.

- (A) President of the university. As specified in rule 3359-1-05 of the Administrative Code, the president is executive head of all university colleges, branches, schools, and departments, possessing duties, responsibilities and powers as delineated in the bylaws.
- (B) The executive director of human resources shall be appointed by the board upon recommendation of the president, and shall hold office at the discretion of the president, and shall be responsible to the president through the vice president of business and finance and chief financial officer.
 - (1) The executive director shall be responsible to the president through the vice president of business and finance and chief financial officer for the supervision and administration of functions encompassed by the department of human resources, employment services, personnel services, benefits administration, equal employment opportunity, and labor and employee relations.
 - (2) Among the responsibilities of the executive director of human resources in the area of human resources are: recruitment and employment activities; administration of fringe benefits and other employee programs; labor relations, employee development; recommendation and implementation of personnel policies and procedures; compliance with federal, state, and Ohio board of regents personnel report requirements; employee communications, including handbooks and directories; and maintenance of personnel records.
- (C) Assistant Executive Director and Appointing Authority.
 - (1) The assistant executive director supervises the university's employment activities.
 - (2) Responsible for non-faculty collective bargaining activities.
 - (3) Conducts disciplinary hearings and investigations for non-faculty positions. Responsible for disciplinary actions including suspension or termination of classified, unclassified, contract professional and bargaining unit employees.
 - (4) Serves as second step hearing officer under university grievance procedures for staff actions.
 - (5) Serves as university appointing authority, including signatory authority for personnel actions.
 - (6) Represents the university at hearings before state personnel board of

review.

- (7) Provides advice and counsel to supervisors and employees to assist them in resolving employee performance related concerns and in appropriate use of university disciplinary guidelines.
- (D) Director of Benefits Administration.
- (1) The director of benefits administration shall be responsible for administering the university group benefits package, which includes monitoring carrier activities, plan design, proposed plan changes, rfp preparation, carrier interview selection and recommendation for administration.
 - (2) Administers premium recovery process for NEOUCOM and Wayne College.
 - (3) Responsible for sick leave reporting.
 - (4) Responsible for employee service awards, new employee information sessions and other programs as deemed necessary.
 - (5) Administers various compliance programs such as family and medical leave act, workers compensation, alternative retirement plans.
- (e) Director of EEO compliance.
- (1) The director of EEO compliance is responsible for oversight of the faculty and staff employment processes.
 - (2) The director investigates and resolves complaints from faculty, staff and students.
 - (3) The director serves as ADA (Americans with Disabilities Act) coordinator for faculty and staff concerns.
 - (4) Provides statistical and appropriate data required for compliance reporting.
- (F) Director of Classification, Training and Development Services.
- (1) Responsible for administration of the 2000 classification and compensation plan for contract professional and staff positions.
 - (2) Responsible for coordination of annual salary increase process, off-line salary increase recommendations and job audits.

- (3) Responsible for performance review program for contract professional and staff positions.
 - (4) Responsible for monitoring required employee compliance training and other developmental programs as identified.
 - (5) Serves as deputy appointing authority.
- (G) Director of Human Resource Information Services.
 - (1) Serves as functional lead for the campus community Peoplesoft module.
 - (2) Serves as records administrator for electronic and paper files for faculty, staff and graduate assistants.
 - (3) Serves as liaison between human resources, payroll and benefits administration to assure system enhancements interface.
 - (4) Responsible for personnel recommendations for board of trustees report and related personnel action form processing.
 - (5) Serves as deputy appointing authority.
- (H) Other administrative officers and assistants as are needed to carry on effectively the work of human resources may be appointed by the board upon recommendation of the president and shall be responsible to the president through the executive director of human resources.