Committee on Equity and Human Resources

2022-2023 Plan

2022 - 2023 Committee Priorities:

- Review the charters/responsibilities for the EQHR Committee and Compensation Subcommittee. Identify opportunities to improve governance through better integration/consideration of activities.
- Provide oversight of University Human Resources policies/practices, including compensation benchmarking, turnover data and talent management activities.
- Provide oversight of the University’s policies, initiatives, and strategic goals related to diversity, equity and inclusion. Develop DEI Dashboard and communication plan around goals, activities and accomplishments.
- Coordinate with the Compensation Subcommittee the process for approving goals, soliciting input and evaluating performance of the President of the University.
- Coordinate with the Governance and Long-Range Planning Committee to oversee the diversity of pipeline of candidates for the Board of Trustees, Commonwealth Campus Boards and the Boards of Visitors at each College.
- Coordinate with the Governance and Long-Range Planning Committee to oversee Board related diversity, equity, and inclusion activities, such as board training, engagement, dialogue, and other activities.

Risk Oversight Responsibilities:

- Recruiting and retaining people, especially underrepresented populations and succession planning.
- Monitor/manage behavioral threats, e.g., mental health and active assailants.

2022 - 2023 Committee Reports/Off-Cycle Meetings Dates

- September 15 Committee Call, Time TBD
  - Discussion: Proposed format and data sources for DEI Dashboard.
  - Discussion: Alignment of Operating Guidelines with the Compensation Subcommittee and coordination of the process for approving goals, soliciting input and evaluating performance of the President of the University.
- September 22, 2022 BOT - Committee Report
- October 20, 2022, 11:15 a.m. – Noon ET, Off Cycle Meeting
  - Joint call with Compensation Subcommittee to review Charters
  - Read-out on Compensation Modernization project (scheduled for completion in December)
  - Finalization of DEI Dashboard, launch of communication plan
- November 10, 2022 BOT - Committee Report
• December 15, 2022, 10:00 – 11:00 a.m. ET, Off Cycle Meeting
  - In conjunction with GLRP, review new CHRO’s recommendations for board training, engagement, dialogue, and other activities for balance of year.
  - Final update on Compensation Modernization project and next steps (if different from November update)
  - Succession planning/talent management discussion.
• January 19, 2023, 9:00 – 10:00 a.m. ET, Off Cycle Meeting
  - In conjunction with GLRP, discussion and mapping of “pathways to stewardship” for diverse Trustees for the Board of Trustees, Commonwealth Campus Boards and the Boards of Visitors at each College
• February 16, 2023 Bot Virtual Meeting – Committee Report
• March 16, 2023 Off Cycle Meeting Date/Topics*
  - Update on actions/communications related to Compensation Modernization Process
  - Review of progress on “pathways to stewardship”
• April 20, 2023 Off Cycle Meeting Date/Topics*
  - Educational content as recommended by CHRO.
• May 4, 2023 BOT – Committee Report
• June 15, 2023 Off Cycle Meeting Date/Topics*
  - Update Presidential Evaluation Process
  - Read-out on DEI Dashboard
• July 19, 2023 BOT (Behrend Campus) Committee Report

Conference Session Topics (dates TBD)

**Note: The meeting time on the off-cycle dates will be determined by the BOT Office.**