



To: Members of the System Human Resources Council
From: Jim McGrail, Chief Human Resources Officer, USNH
Subject: May 13, 2021 meeting

**Meeting is scheduled for May 13, 2021
9:30 a.m. – 11:30 a.m.; via Zoom**

AGENDA

1. Approval of 2/19/20 Meeting Minutes Attachment One
2. Financial/FAR Update
3. EHRM Update
4. Medical RFP
5. Hybrid Work Engagement

SYSTEM HUMAN RESOURCES COUNCIL

2020 - 2021 Membership

Karen Crawford	KSC	karen.crawford@keene.edu
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James McGrail	USNH	james.mcgrail@usnh.edu
Executive Secretary (non-voting)		

In the event of inclement weather, please check for an email from Lauren prior to two hours before the meeting.

Non-Member Distribution:

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SYSTEM HUMAN RESOURCES COUNCIL

February 19, 2021

Zoom Conference

Attendance

S. Bennett ~ UNH	L. Ranfos ~ UNH	N. Domina ~ PSU
J. Pierson ~ UNH	J. Reynolds ~ UNH	D. Carpentiere ~ PSU
V. LeBrun ~ UNH	K. Timmerman ~ UNH	K. Boyajian ~ SYS
K. Neils ~ UNH	M. Hyndman ~ GSC	J. McGrail ~ SYS
K. Carpenter ~ UNH	K. Crawford ~ KSC	M. Fournier ~ SYS
V. Wijeyesinghe ~ UNH	C. Ines ~ PSU	L. Dews ~ SYS

Guests

A. Riecks-Kurshinsky, C. Grube, A. Hodgdon, C. Provencher, C. Ray, K. Jennison, M. Gleason, B. Edgerly, C. Alexander, D. Vlahos, T. Lencki

1. **SHRC Convenes**

The meeting was called to order at 9:30 a.m. by Chair LeBrun. The minutes of the November 19, 2020 meeting were approved as written.

2. **Updates**

- Amanda provided a UKG/Kronos update, noting that every Thursday from 11:00 – 11:30 a.m. there is a zoom call open to anyone interested in discussing Kronos issues with time management experts.
- There has been a request to expand the USNH fitness reimbursement to include online classes and home equipment use (particularly in light of the pandemic). Marc will investigate the logistics of offering the benefit and report back to the Council.
- Cathy presented USNH financials, noting that the struggle will be reality for some time to come, not only from COVID-19 incidentals, but from a declining demographic standpoint (which really drops in 2025).
- FAR leadership and management roles have been filled; individual contributor positions will be posted next.
- As a best practice initiative, and in response to the FAR initiative, USNH HR is endeavoring through the EHRM (Enhanced HR Model) project to refocus work on the following goals: creating more efficient operations and procedures, mitigating risks, streamlining and standardizing administrative process, and create clear accountabilities and ownership of output.

The EHRM positions will be posted in March with the objective of coordinating hires as the FAR positions align with shared services transitions between HR and Finance.

The Council adjourned at 10:50 a.m.