Talent & Performance Working Group

10 Aug 2023
Meeting Time 3:00-4:30PM
Attendance:

Foster, Joni	Michalak, Alicia	Ramirez, Jody
Chapa, Jessica	Bauer, Scott	Bading, Joy
McNair, Becky	Purget, Rebekah	Schramm, Kristi
Prejean, Allie Marie	Wallingford, Erica	Pitt, Warren

1. Review Open Action Items
   - Succession planning- working group meetings in progress
   - Remove Performance Review "due dates"- next steps HAC approval
   - Annual Performance Review copying and renaming practice- researching

2. Discussion:
   - View access to Professional Profile- currently **everyone** can see this:
     - Should everyone have access to this info?
       - There is currently no warning in place to tell employees that the info they enter here is visible to everyone
         - Multiple members approve of keeping this information visible. Request to add help text to inform employees of the visibility. No opposition to these requests.

   - Review options for changing the final employee step of the goal setting business process:
     1. Remove the step completely.
     2. Remove the step and replace it with a notification.
        - 6 votes in favor of full removal, 1 vote in favor of removal and replacement with notification, and none in opposition to removal

   - Requested updates to Performance Review Acknowledgement Audit report
     - Employee UIN, Employee Worker Type, Position Restrictions, Manager title or Position Restrictions, Overall Rating and the Employee Comments associated with the acknowledgement.

- o Also, would it be possible to run the report by selecting the Employee and Manager Acknowledgement options? I would like to be able to run it by just Employee Acknowledgement Option 2.
  - 6 votes in favor and none opposed to all the changes

- Requested updates to Worker Education report
  - o Create custom report to allow it to be run for active employees only, add UIN?
    - 7 votes in favor and none opposed

- Upcoming Workday Release 2023R2
  - o New goal setting process and the nuances of causing more or less manager inbox items based on how goals are submitted

3. Next Steps and Action Items

Amy: Work on off cycle HAC approvals

All: Next meeting October 12, 2023