

Employee Relations FAQs

What is “employee relations?”

Employee relations is that aspect of Human Resources that directs attention to assist employees and management to establish a work environment that is stimulating and creative and that supports an environment in which the individual can perform to the best of his or her ability.

Employee Relations offers consultation, facilitation and resolution strategies for workplace issues. Employee Relations assists in communications between employees and supervisors, corrective action and planning, disciplinary actions, and explanation and clarification of University policies and procedures.

I would like to discuss some work-related issues. What is the best way to do this?

You may contact the HR Consulting Office regarding any work-related issues you may have. We will discuss the issues over the telephone or set up an appointment.

Will my discussions with Employee Relations remain confidential?

Often, to initiate the conversations necessary to create a reasonable solution to a workplace situation, all parties will need to be involved. However, if the employee would like the conversation to remain confidential, unless maintaining that confidentiality violates university or State Board of Education policy, or interferes with the University's legal obligation to investigate allegations of harassment or illegal activities, the University will maintain the strictest confidentiality possible.

How will my performance be evaluated?

Non-probationary classified and administrative and professional (A&P) employees, regardless of appointment time, must be reviewed on an annual basis. Performance review meetings are conducted in January and February to review the employee's performance for the immediate preceding calendar year. The evaluation period is from January to December.

Does the University have a dress code? Can my department tell me how to dress?

The Health Science Center does not have a standardized dress code for the entire university. In general the University's culture is that of "business casual" which means clothes that are professional in appearance and ironed and unstained; however, each department is free to determine the nature of the clothing they will allow in the workplace.