Human Resources Interdepartmental Partnership

PURPOSE
The Human Resources Interdepartmental Partnership (HRIP) is intended to establish a link between Human Resources and other campus staff to increase awareness and build important relationships. Human Resources will share information about how it functions and how the services it provides can be used as an invaluable resource and strategic partner to improve employee relations and mitigate risk. Representatives to the HRIP will in turn provide feedback, ideas, and practical suggestions about HR processes and programs, employee interests and needs, and the work environment. In addition to Human Resources (HR), members of HRIP will represent the entire staff population with representatives from the following areas:

- **Divisions** (Academic Affairs, MTS, Advancement, Student Affairs, and Research Administration)
- **Associations** (Faculty Senate, Staff Association, and Black Faculty & Staff Association)
- **At Large Representatives** (South Campus, North Campus, Off Campus, and Faculty)
- **Union Representatives** (Shop Steward and Union Eligible Employee)

Specifically, the function of the HRIP will be to provide a forum in which to discuss and provide information about:

- Key university policies, procedures, events, developments, or announcements that may affect employees;
- Benefits changes, and changes to HR policies or procedures;
- Significant or relevant HR statistics (i.e. open positions, reasons for leaving, turnover, training, etc.);
- Ideas and suggestions for improving the work environment for employees of the university;
- PeopleSoft and other HR related technology issues/changes;
- and HR’s role in the university’s strategic plan.

MEMBERSHIP RULES
HRIP membership shall be comprised of 14 employee representatives from the campus, qualification for membership requires that a representative meet the following criteria:

1. A current, full-time employee of the university.
2. Been employed by the St. Louis campus for a period of no less than 12 full months.
3. Is an employee in good standing.
4. Eligible per the guidelines of the HRIP Appointment Process and Terms.

APPOINTMENT PROCESS AND TERMS
Membership/appointments to HRIP will be made at the discretion of the coordinating member of the HR department in accordance Membership Rules and the Appointment Process and Terms. Lengths of those appointments are as follows:

- Division Representatives – 18 months
- Association Representatives – Term of Association appointment (typically 12 months)
- At Large Representatives – 24 months
- Union Representatives – 18 months

No member of HRIP may serve consecutive terms in any single category of membership unless appointed through reelection as a member serving under the Association Representative designation. Association Representatives are typically those persons serving in a President/Chair capacity, though the President/Chair may designate another officer of the organization to serve on HRIP in their place at the discretion of the office holder. Designee appointments made on the behalf of an Association Representative will last until that designation has expired, been rescinded, or the office holder making said appointment leaves office – whichever is applicable provided the circumstances.

For additional information on HRIP, please contact a member of the Training, Employee Learning, and Organizational Development staff (staff list available [here](#))