

HOUSE No. 1040

The Commonwealth of Massachusetts

PRESENTED BY:

Carolyn C. Dykema

To the Honorable Senate and House of Representatives of the Commonwealth of Massachusetts in General Court assembled:

The undersigned legislators and/or citizens respectfully petition for the adoption of the accompanying bill:

An Act to improve management and accountability in the delivery of state services.

PETITION OF:

NAME:

Carolyn C. Dykema

DISTRICT/ADDRESS:

8th Middlesex

HOUSE No. 1040

By Ms. Dykema of Holliston, a petition (accompanied by bill, House, No. 1040) of Carolyn C. Dykema for legislation to establish a managerial training program within the University of Massachusetts school of management for state employees with management or oversight roles. Higher Education.

[SIMILAR MATTER FILED IN PREVIOUS SESSION
SEE HOUSE, NO. 3347 OF 2013-2014.]

The Commonwealth of Massachusetts

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**In the One Hundred and Eighty-Ninth General Court
(2015-2016)**
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An Act to improve management and accountability in the delivery of state services.

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:

1 SECTION 1. Section 2 of chapter 75 of the General Laws, as appearing in the 2012
2 Official Edition, is hereby amended by adding the following 5 paragraphs:-

3 The dean of the school of management of the University of Massachusetts shall develop a
4 management training program to train all employees of the commonwealth who have
5 management or oversight roles. The school shall be responsible for determining which
6 commonwealth employees shall be included in the training program.

7 In developing the program, the school shall consult a broad range of resources relative to
8 the development of effective managers, including but not limited to, local graduate business
9 schools, the United States Office of Management and Budget, and at least 2 Massachusetts

10 fortune 1000 companies with an expertise in this area. The program shall, at a minimum, include
11 training relative to best practices in the following areas: performance management and goal
12 setting, employee performance review including evaluation and development, communication
13 and teambuilding, and project management. When developing the program, the school shall
14 evaluate a range of curriculum delivery methods, including technology based methods, and
15 recommend a delivery approach that meets program objectives while being the least resource
16 intensive.

17 The program shall provide guidelines for annual performance reviews of all employees of
18 the Commonwealth.

19 While developing the program, the school of management shall also develop and
20 recommend a program to recognize outstanding management performance. This recognition
21 shall not include additional compensation.

22 UMass shall provide the above to the human resources division and other applicable
23 hiring authorities no later than January 2016.

24 SECTION 2. Chapter 149 of the General Laws is hereby amended by inserting after
25 section 30C the following section:-

26 Section 30D. Employees of the commonwealth shall receive an annual performance
27 review in accordance with the method developed in section 2 of chapter 75.