

# University Council

## MINUTES

NOVEMBER 13, 2012 1:30 PM

TALENT DEVELOPMENT AND  
HUMAN RESOURCES

MEETING CALLED BY	Sue McKibben, Chair
TYPE OF MEETING	Committee Meeting
FACILITATOR	Sue McKibben, Chair
NOTE TAKER	Margaret Canzonetta
ATTENDEES	<p>Members Present: Kim Beyer, Margaret Canzonetta, Becky Hoover, Mary MacCracken, Sue McKibben, Kelsey Risman, Neil Sapienza</p> <p>Absent with notice: Lissia Gerber, Karin Jordan, Susan Speers</p> <p>Absent without notice: Satish Jatain (2)</p>

### Agenda topics

#### UA STAFFING CHANGES

DISCUSSION	
<p>Becky distributed a revised UA Staffing Changes 1997-present Powerpoint presentation in response to the David Witt issue brief. She also distributed a one-page report on graduate assistant employee count broken down by category. Becky outlined the changes that were made to the presentation. David Witt's issue brief addressed the question of levels of staff vs. faculty. Even in times of changes in enrollment, Becky felt we have kept the same levels of faculty. The Committee noted that there have been some unintended negative consequences of short term savings. Kelsey suggested that it would be interesting to add the cost of tuition during the timeframe. The next step is to notify the Council that this is our response. Perhaps it will be posted on the UC site and some material may be included in the UA Digest. The data will continue to be monitored.</p>	

#### PRIOR ISSUE BRIEFS

DISCUSSION	
<p>Sue indicated that the response to the issue brief on fee remissions is complete. Sue also indicated that she will be getting a copy of Kent State's anti-discrimination policy to aid in the review of the Chris Kuhn issue brief.</p>	

#### UNIVERSITY COUNCIL BY-LAWS

DISCUSSION	
<p>The committee reviewed the proposed by-laws and recommended Item E6 regarding Service Support be modified to read "Contributions to university council may be considered in the annual assessment of employee performance." The item currently reads as "Contributions to university</p>	

council shall be considered in the annual assessment of employee performance and shall be recognized appropriately in the compensation decision-making process.”

**WELLNESS PRESENTATION**

**DISCUSSION**

The Wellness initiative will be discussed at the next meeting. Sara Kelly of the HR Department will be making a presentation to the Committee.