

# University Council

MINUTES

MAY 17, 2012

2:00 PM

TALENT DEVELOPMENT AND  
HUMAN RESOURCES

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| MEETING CALLED BY | Sue McKibben, Chair   |
| TYPE OF MEETING   | Committee Meeting   |
| FACILITATOR       | Sue McKibben, Chair   |
| NOTE TAKER        | Margaret Canzonetta   |
| ATTENDEES         | <p>Members Present: Becky Hoover, Margaret Canzonetta, Sue McKibben, Mary MacCracken, Kim Beyer, Lissia Gerber</p> <p>Absent with notice: Kelsey Risman, Susan Speers, Neil Sapienza</p> <p>Absent without notice: Karastin Katusin (2); Michael Schuldiner (2), Mark Shanislaw (1)</p> |

## Agenda topics

### INTRODUCTION OF NEW MEMBER

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| DISCUSSION | Sue introduced our newest committee member, Kim Beyer, who will be replacing Aiesha Motley as a CPAC representative to the Committee. Kim’s term ends April 13, 2013. |
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### UPDATE ON UNIVERSITY COUNCIL RECOGNITION LETTER

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| DISCUSSION | Sue informed the Committee that the recognition letter for service on University Council was sent to all committee members. |
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### NEW ISSUE BRIEFS:

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| DISCUSSION | <p>The Committee discussed at length the four issue briefs sent to the Committee for their review and response.</p> <p><b>David Witt Issue Brief:</b> Becky informed the Committee that she and <del>the TD&amp;HR Department</del> will be reviewing <del>MrDr.</del> Witt’s request for a “review of personnel changes at the University 1997-2012 and beyond.” She indicated that she will be recommending that the University hold campus forums, similar to the recent budget forums, to discuss <del>the items outlined in Mr. Witt’s memo</del> <u>these issues</u>. She <del>will work with OAA and others to prepare an and Dr. Sherman will come up with an outline of the various topics to discuss and s</del>–She will share <u>background supporting data, because everything is of public record but as appropriate, while still protecting the</u> privacy <del>will be maintained of our employees</del>. Becky will share this information with the Committee to get feedback.</p> |
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|  | <p><b>Ron Fields Issue Brief:</b> The Committee felt this request was very similar to the David Witt issue brief and should be reviewed and discussed together. A communication will be prepared informing Mr. Fields that the committee is collecting data and that a campus forum addressing staffing issues is being planned.</p> <p><b>Alexander D’Rain issue brief:</b> Becky will send a letter to Mr. D’Rain regarding his concern with staff members sleeping on the job or engaging in non-employment related behavior. She will reiterate that staff employees are not permitted to sleep or engage in non-employment related behavior and if observed, that this behavior should be reported.</p> <p><b>Chris Kuhn Issue Brief:</b> The Committee felt this was an important issue but would require a significant amount of time to research and consult with several departments within the University, including General Counsel, Benefits and Finance. <a href="#">The committee will confirm that our policy is currently within the requirements of the law and will work with appropriate campus resources to review the financial impact of changes.</a> <del>Any substantial changes would have to be reviewed to determine the financial impact on the University.</del></p> |
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**PRIORITIZE COMMITTEE’S GOALS FOR THE COMING YEAR**

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| <b>DISCUSSION</b> | The Committee indicated that the goals of the Committee should include the review of the Recognition Policy, Staffing Levels, Legal compliance/campus climate. |
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**NEXT MEETING**

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| <b>DISCUSSION</b> | The next meeting of the Committee will be held in June. A notice will be forthcoming. The Committee will need to get back to reviewing and making a recommendation on the recognition and service award issue brief. |
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