

University Council

MINUTES

APRIL 22, 2013

1:30 PM

TALENT DEVELOPMENT AND
HUMAN RESOURCES

MEETING CALLED BY	Becky Hoover, Co-Convener
TYPE OF MEETING	Committee Meeting
FACILITATOR	Becky Hoover, Co-Convener
NOTE TAKER	Margaret Canzonetta
ATTENDEES	Kim Beyer, Margaret Canzonetta, Gregory Dieringer, Becky Hoover, Mary MacCracker, Kelsey Risman, Bill Viau Absent with Notice: Joe Barbicas, Karin Jordan, Neil Sapienza, Susan Speers

Agenda topics

INTRODUCTION OF NEW MEMBERS

DISCUSSION	The meeting started with an introduction of new member, Gregory Dieringer, who is replacing Sue McKibben. There was a discussion about the confusion with the terms of office on University Council and the various constituency groups. In addition, Becky noted that Bill Viau will be attending all committee members and eventually take over her position as Co-Convener
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UPDATE ON WORK OF SMALL INSTITUTIONAL EFFECTIVENESS GROUP

DISCUSSION	<p>Becky reported that the president and provost office asked HR to look at alternative work arrangements to save the university money for the next fiscal year. She indicated that alternative work arrangements have always been available to contract professionals and staff so there was no need to go back to the board to get approval. What is new is the encouragement to employees by VPs and Deans. If the change is permanent, it can be used toward credit for budget reductions. The VPs and Deans would have to make up for the lost work. This is more of a budgeting issue not HR and will only apply to current employees and not new employees.</p> <p>Mary questioned whether faculty members will be offered the alternative work arrangement. Becky was not sure because there is a lot of flexibility for faculty working 9 or 12 months. In addition, she believes faculty receives a lot more flexibility after they retire. Becky had some concerns about tenured faculty members and when are they considered part time.</p>
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	<p>Margaret questioned about the large number of people who will be retiring due to changes in the retirement system. Many people on campus believe there will be an influx of retirees in the next couple of years. Becky and Bill indicated that they looked into this and the number is not as big as people think and it will not affect the budget in the manner we need.</p> <p>Kim asked when the campus will find out about the reduced budget and administration’s plan to offset the deficit. Becky indicated it will be announced after the June board meeting.</p>
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EMPLOYEE RECOGNITION PROGRAM

DISCUSSION	<p>Becky reported that VPs and Deans will be conducting work recognition programs internally and that HR will have a limited service award recognition event.</p> <p>Mary was concerned with the lack of faculty recognition. In the past, faculty were recognized through the president’s office. Becky is working with the Provost Office on this issue.</p> <p>There was a discussion about faculty high achievement awards, outstanding researchers, teachers, being sure to include dance, music, and language programs.</p> <p>The committee felt that the high profile work is being shown but others are not. It was felt that certain groups go after the awards and others do not. It is a culture issue around certain types of disciplines. Greg asked how they overlap and maybe it should be centralized. Maybe a committee should be formed to look into this? Becky agreed that this issue should be revisited.</p> <p>Greg suggested that perhaps distinction recognition should be contained in a separate email digest. People should be recognized for going the extra mile. Mary noted that sometimes there is a power struggle when someone needs to be recognized. The Committee agreed that the supervisors in departments should be held accountable to recognize their staff. The university does not seem to have a culture of recognition.</p> <p>Margaret briefly summarized available recognition software and agreed to look into pricing. The Committee will continue to discuss the matter.</p>
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NEXT MEETING

DISCUSSION	<p>The next meeting will be held at the end of May and elections of a new Chair will take place at that time.</p>
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