

# University Council

## MINUTES

OCTOBER 23, 2014

1:15 PM

TALENT DEVELOPMENT AND  
HUMAN RESOURCES

MEETING CALLED BY	Elizabeth Erickson, Co-Convener
TYPE OF MEETING	Committee Meeting
FACILITATOR	Elizabeth Erickson, Co-Convener
NOTE TAKER	Matt Bungard
ATTENDEES	<p>In attendance: Matt Bungard, Theresa Beyerle, Gregory Dieringer, Elizabeth Erickson, Mary MacCracken, Martin Wainwright, Bill Viau</p> <p>Guest: Mary Beth Clemons and Michelle Smith</p> <p>Absent with Notice: Megan Bodenschatz, Margaret Canzonetta, Alicja Sochacka</p> <p>Absent without Notice: Dan Deckler and Jerica Rogers</p>

### Agenda topics

#### MINUTES

DISCUSSION	The minutes of the October 9, 2014 meeting were approved with minor changes.

## SUCCESSION/RETIREMENT PLANNING

Liz, Martin and Theresa met on 10/22

Liz: AAUP suggested an Retire/rehire memorandum of understanding

Per H. Sterns

Built from initial plans from Dean Midha, but revised by AAUP

- Reduced salary, Short-term, Teaching only, only available if tenure track position was approved for replacement. Rehires would not be part of the bargaining unit (Dean Midha: advocated that rehires would be part of BU).
- Brought to the attention of administration in April. Rex indicated that it was “dead in the water.”
- Bill: Staff/CPs have typically been more forthcoming as compared to Faculty. Not sure to root cause for difference

Matt: CPs are also in STRS

- Instructional Professional Staff (typically in Student Affairs) are in STRS, others are in SERS.

Liz: (to Bill) Incentives.

- Bill: Some Universities (Kent, BGSU, Wright St) have used financial offers. If notified prior to XXXX date, a bonus annuity would be offered:
  - Flat \$\$s
  - Strategic: Based upon position, a weighted bonus would be offered.

Liz: Subcommittee will focus on producing a report for TDHR SC for approval, prior to the Nov18th UC meeting.

## SICK LEAVE BANK

Liz: Introduced.

Bill:

- No direct language covering SLB. Since no language, it is assumed we don't have the authority to do so.
- With a bargaining unit, you can implement a SLB
  - ORC doesn't necessarily apply to Bargaining unit agreements

	<ul style="list-style-type: none"> <li>○ HB187 – Gave State Universities more authority to implement more personnel choices</li> <li>○ Attorney General’s office in limbo as to whether or not this is legal</li> <li>○ Some schools have implemented it, despite no direct authority to do so.</li> <li>○ ORC defines what sick leave can be used for. Donations are not listed as something that can be done.</li> </ul> <ul style="list-style-type: none"> <li>- Matt: What is the liability?</li> <li>- Bill, Theresa: Is there cost? <ul style="list-style-type: none"> <li>○ Bill: Yes, benefits donated whereas no pay would be granted otherwise</li> <li>○ Vacation may be better for Univ.</li> </ul> </li> <li>- Bill: Suggestions <ul style="list-style-type: none"> <li>○ Disability (LT=&gt;6months) <ul style="list-style-type: none"> <li>▪ Michelle: ST 30days after event or exhaustion of Sick Time. No more than 6months.</li> <li>▪ HR informs employees that employees should take out ST until 6 months of Sick/vacation is banked</li> </ul> </li> </ul> </li> <li>- Bill: <ul style="list-style-type: none"> <li>○ Unions would have to agree.</li> <li>○ Some unions may only want the program to support itself</li> </ul> </li> <li>- Matt: <ul style="list-style-type: none"> <li>○ Form a subcommittee to review specifics. Bill and Matt to coordinate.</li> </ul> </li> </ul> <p>Include inclusion of SEAC and CPAC, as interested.</p>

**NEXT MEETING**

	The next meeting is Thursday, November 6, 2014, at 1:15 pm.