

University Council

MINUTES

OCTOBER 9, 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	Margaret Canzonetta
ATTENDEES	<p>In attendance: Matt Bungard, Margaret Canzonetta, Elizabeth Erickson, Mary MacCracken, Alicja Sochacka, Martin Wainwright</p> <p>Guest: Mary Beth Clemons and Michelle Smith</p> <p>Absent with Notice: Theresa Beyerle, Gregory Dieringer</p> <p>Absent without Notice: Dan Deckler, Megan Bodenschatz and Jerica Rogers</p>

Agenda topics

MINUTES

DISCUSSION	The minutes of the September 25, 2014 meeting were approved with no changes.

NEW BUSINESS

DISCUSSION	Matt Bungard presented a motion to add “sick leave bank” for discussion at today’s meeting. The motion was carried and added to the agenda.
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PRESENTATION OF RECOMMENDATIONS TO UNIVERSITY COUNCIL

DISCUSSION	Dr. Erickson stated that she will make a presentation at the upcoming University Council meeting on the actions taken at our last meeting.

SUCCESSION/RETIREMENT PLANNING

	<p>Dr. Erickson distributed an interim draft report of the subcommittee on retirement/succession planning. The most critical need is for four faculty members in the pre-med program.</p> <p>There was a discussion about the retire/rehire rule on income and health insurance, how it affects benefits and how positions are replaced. It was decided that a model or policy is needed to review positions left by retirees.</p> <p>The Committee decided it will review the report again at the next meeting so that it can be submitted at the end of the month. A motion was passed to accept the draft report to show where we are.</p>
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SICK LEAVE BANK

	<p>The Sick leave bank concept has already been discussed with SEAC and CPAC for non-bargaining units. Employees could volunteer sick or leave time to a bank which would be available to employees when a catastrophic event has exhausted their bank. This would be a bridge gap to disability. There was a request to pursue or explore a model which we might implement. General Counsel stated it could not be done. SEAC and CPAC responded by showing how other public institutions are doing it. They are proceeding by looking at models. Our committee could endorse the exploration of a model. We may have to take this to the president.</p> <p>The committee agreed that this was one of our original goals for 2014-15. We should involve other groups on campus. The committee will discuss this at the next meeting.</p>
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NEXT MEETING

	The next meeting is Thursday, October 23, 2014, at 1:15 pm.
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