



University Council

MINUTES

NOVEMBER 20, 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	In attendance: Theresa Beyerle, Margaret Canzonetta, Gregory Dieringer, Elizabeth Erickson, Alicja Sochacka, Bill Viau, Martin Wainwright Guest: Michelle Smith Absent with Notice: Matt Bungard, Mary MacCracken, Absent without Notice: Megan Bodenschatz, Dan Deckler and Jerica Rogers

Agenda topics

MINUTES

DISCUSSION	The minutes of the November 6, 2014 meeting were approved.

SICK LEAVE BANK

	<p>Bill reported on the conversation with BGSU regarding their Sick Leave Bank. He indicated the bank was established in 2009 and that very few individuals have used the bank. Some of the requirements for using the bank include 1) you must contribute to receive the benefit; 2) you have to contribute at least once every two years; 3) you can donate one to five days; 3) you need to have a minimum of 120 hours accrued sick leave/vacation time to be eligible to contribute to the Leave Bank; 4) BGSU has made exceptions to allow new employees to be eligible but they must later contribute; and 5) the bank can only be used for an employee's illness (not caring for a family member).</p> <p>BGSU's bank has a balance of 24,500 hours and they have only had three employees who have used it. Six employees were turned down for not meeting the requirements. BGSU may review their current rules for the Sick Leave Bank to consider expanding categories for approved use of time.</p> <p>The Committee agreed to allow the ad-hoc committee to put together a draft for our Committee's review.</p>
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SUCCESSION/RETIREMENT PROCESS

	<p>Dr. Erickson reported that the subcommittee met and she was still trying to put together the next meeting. She thought the process mapping would be helpful. There was a discussion about departments losing positions especially if they terminate an employee. They keep them around so they do not lose the position. The committee felt that a replacement program was more desirable than a buy-out plan. There should be an analysis when a faculty member leaves to decide about a replacement for coverage of a specific area (e.g., ancient history) or the discontinuation of the program. There was concern with a trend in replacing tenured faculty with non-tenured. It would be helpful if administration could reassure the faculty about what is happening or to develop a program or policy to hire tenured faculty.</p> <p>Theresa indicated that ITL may be taking over staff development. She is starting the conversation of separating staff development and professional development. They are looking at bringing the leadership series back. She is sending a survey to CPAC to see their interest level.</p>

NEXT MEETING

	<p>The next meeting is Thursday, December 4, 2014, at 1:15 pm.</p>

