

# University Council

MINUTES

MARCH 17, 2014

3:00 PM

TALENT DEVELOPMENT AND  
HUMAN RESOURCES

MEETING CALLED BY	Bill Viau, Co-Convener
TYPE OF MEETING	Committee Meeting
FACILITATOR	Bill Viau, Co-Convener
NOTE TAKER	Margaret Canzonetta
ATTENDEES	<p>Theresa Beyerle, Margaret Canzonetta, Gregory Dieringer, Karin Jordan, Mary MacCracken, Bill Viau</p> <p>Absent with Notice: Elizabeth Davis, Dan Deckler Elizabeth Erickson, Emily Fillmore, and Kelsey Risman</p> <p>Absent without Notice: Leigh Ann Seibert</p>

## Agenda topics

### MINUTES

DISCUSSION	The minutes of the February 7, 2014 meeting were approved with no changes.

### STANDING COMMITTEE EXPECTATIONS

DISCUSSION	<p>Bill distributed a revised copy of the Goals and Measures of the Committee ranked in order of review. The Committee began by discussing Workforce planning. Bill indicated there were 53 employees who retired in 2013. He expects an increase in retirements in 2015 through 2017. The Committee agreed that more programming on retirement planning would be beneficial to employees. There could also be alternatives such as allowing employees to gradually reduce their workloads to allow for succession planning. Margaret agreed to do some research in this area. Karin</p>
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	<p>agreed to research programs that promote faculty knowledge transfer. There was a discussion regarding forming a group of retirees that could teach, review dissertations, etc. Mary and Karin agreed to look at what other universities are doing in this area.</p> <p>Next, Bill indicated that he had everything he needed on the revisions to the non-discrimination policy and he would put something together for the committee.</p> <p>Next, it was noted that the Rec &amp; Wellness Committee is working on campus wellness programs. Mile markers for bike paths were just approved. Mary indicated that Dr. Pinheiro was involved with a bike program that just received a grant. Margaret agreed to contact Dr. Pinheiro for more details. The committee agreed that someone from the Rec &amp; Wellness Committee should attend an upcoming meeting to talk about their program ideas. Bill indicated that he could invite Michele Smith or Sarah Kelly of the HR department to talk about the best practices in reducing premiums and health care costs.</p> <p>The Sick Leave Donation program will be last for review. Kent State has a program and Bill will check with the IUC to see what other universities are doing.</p>
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**NEXT MEETING**

<b>DISCUSSION</b>	The next meeting is Monday, March 31 at 3:00 p.m.