

# University Council

MINUTES

MARCH 31, 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>In attendance: Margaret Canzonetta, Elizabeth Erickson, Emily Fillmore, Karin Jordan, Mary MacCracken, Bill Viau</p> <p>Absent with Notice: Theresa Beyerle, Elizabeth Davis, Gregory Dieringer, Dan Deckler, and Kelsey Risman</p> <p>Absent without Notice: Leigh Ann Seibert</p>

## Agenda topics

### MINUTES

DISCUSSION	The minutes of the March 17, 2014 meeting were approved with no changes.

### DISCUSSION ON COMMITTEE PRIORITIES AND GOALS

DISCUSSION	The Committee first discussed the comprehensive campus health program goal. It was determined that Dr. Pinheiro's bike program is indeed a charitable endeavor and not for UA staff or students. The committee discussed the fact that the University Rec & Wellness UC Committee is also working on a campus health program and we should invite a member to an upcoming meeting. It was later decided to have Margaret and
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	<p>Emily join an upcoming Rec &amp; Wellness UC committee meeting to make sure we are not duplicating their efforts in putting together a plan. There was a discussion about how to reduce the health care costs by employee’s health choices and programs (e.g., increase for smokers). Further research needs to be done in this area. There was also a discussion of the unhealthy choices of snacks in the vending machines. Margaret agreed to get in touch with dining services about this issue.</p> <p>The Committee then discussed workforce planning and gradual retirements. Members agreed to check with other universities and the IUC to see if they have similar policies. There was also a discussion about succession planning and whether there are any planning budgets for future hires.</p> <p>The sick leave donation program was discussed and Bill indicated that the Revised Code allowed for experimental programs. Emily will provide the committee with research that SEAC had done on the subject.</p> <p>The University’s non-discrimination policy was discussed and materials will be forwarded on some proposed changes.</p>
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**NEXT MEETING**

<b>DISCUSSION</b>	The next meeting is Thursday, April 17 at 11:00 a.m.