

University Council

MINUTES

JULY 31, 2014

2:00 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: Theresa Beyerle, Matt Bungard, Margaret Canzonetta, Gregory Dieringer, Elizabeth Erickson, Alicja Sochacka, Bill Viau, Martin Wainwright</p> <p>Guest: Michelle Smith</p> <p>Absent with Notice: Megan Bodenschatz, Mary MacCracken, and Jerica Rogers</p> <p>Absent without Notice: Dan Deckler</p>

Agenda topics

MINUTES

DISCUSSION	The minutes of the July 9, 2014 meeting were approved with no changes.

INTRODUCTION OF NEW MEMBER

DISCUSSION	Matt Bungard, representing SEAC, was introduced as the newest member of our committee.
------------	--

WELLNESS INITIATIVE

DISCUSSION	<p>Dr. Erickson reported that she spoke with Dr. Harvey Stearns about succession planning. He indicated to her that she would talk to Dr. Chand Midha for which she had an appointment at 1:30 that day. She will give the committee a report at the next meeting.</p> <p>Dr. Erickson indicated that our committee needs to make a report to the University Council. We also need a timeline.</p> <p>She also reported that the Wellness Committee made a presentation to the University Council on its initiative. They looked at a survey comparing benefits from IUC schools. It was noted that UA has a self-insured plan.</p> <p>There was a discussion of dependent coverage for retirees, looking at retirement benefit costs vs. dependent costs. She also reported that UA spends approximately \$33 million on health care costs, with retirees' portion being approximately \$2 to \$3 million. There was also a discussion regarding the university's disability insurance policy.</p> <p>The committee wondered if we could get better productivity with the Wellness Initiative for the same cost. There was a discussion about using incentives, using tiers on what you pay. We could use the Miami University as an example.</p> <p>The committee would like to know the costs for the plan. It was understood that the benefits reserve was used to help balance the university's budget. It also noted that retire-rehires are still on the university's insurance plan.</p> <p>The committee discussed a current problem with many managers on campus not allowing employees to exercise during the day. Employees have asked for flex time in starting work early or staying late to allow them to exercise but managers have denied this request. The committee suggested that we put together a policy.</p>
-------------------	---

NEXT MEETING

	The next meeting will be on Thursday, August 21, 2014 at 11 am.

