

University Council

MINUTES

AUGUST 21, 2014

11:00 AM

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, Elizabeth Erickson, Mary MacCracken, Alicja Sochacka, Bill Viau</p> <p>Guest: Michelle Smith and Dr. Harvey Sterns</p> <p>Absent with Notice: Gregory Dieringer and Martin Wainwright</p> <p>Absent without Notice: Megan Bodenschatz, Dan Deckler, and Jerica Rogers</p>

Agenda topics

MINUTES

DISCUSSION	The minutes of the July 31, 2014 meeting were approved with no changes.

SUCCESSION POLICY

DISCUSSION	<p>Dr. Erickson introduced Dr. Harvey Sterns to talk about the options for succession planning. Dr. Sterns stated that conversations about the subject have been going on for several years. The interest is not in cutting down hours but instead retire/rehire. They are looking at national trends and what other universities are doing. Fidelity Insurance has provided a very useful report on the subject. Ideas include extending tenure for a three year period which would save money on salaries and help with transition planning in departments. The union is willing to explore options and there have been conversations with the president and provost about the subject. There are nine slots negotiated with the union for retire/rehire. The Committee should explore options by balancing the newer and older faculty.</p> <p>Dr. Sterns indicated that faculty like the idea of retire/rehire because of the hope for financial security. The Committee would have to pull together data to assist with making a proposal to the collective bargaining unit and others.</p> <p>Bill stated that there is a university rule for retire/rehire, aside from the collective bargaining unit. The University used to have a mandated retirement age of 65. It then became 70 and now it has been determined to be illegal to mandate an age.</p> <p>Dr. Sterns recommends that a task force be formed to discuss the issue.</p>
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COMMITTEE REPORT

	<p>The committee report was circulated to members. The committee discussed minor changes to the report including the elimination of the last bullet point under "University Non-Discrimination Policy," workload policy changes under retirement options, and the elimination of the example of employee flex time for exercising. This item will be explored further when reviewing the wellness program options.</p> <p>The committee moved, seconded and approved the report, as modified, to be submitted to the University Council.</p>
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NEXT MEETING

	<p>Margaret will send around a "Doodle" schedule to determine the best date and time for committee members to meet. The meeting ended at approximately 12:15 pm</p>
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