

# University Council

## MINUTES

SEPTEMBER 25, 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	<p>In attendance: Theresa Beyerle, Matt Bungard, Margaret Canzonetta, Gregory Dieringer, Elizabeth Erickson, Mary MacCracken, Alicja Sochacka, Martin Wainwright, Bill Viau</p> <p>Guest: Mary Beth Clemons and Michelle Smith</p> <p>Absent without Notice: Dan Deckler, Megan Bodenschatz and Jerica Rogers</p>

### Agenda topics

#### MINUTES

DISCUSSION	The minutes of the September 11, 2014 meeting were approved with a minor change.

**NURSING CENTER EMPLOYEE  
HEALTH CLINIC**

<b>DISCUSSION</b>	<p>The Committee discussed the proposal noting that the clinic is intended for episodic care first and will later expand to chronic conditions. It could also be expanded to include those with other health insurance and others with “self-pay.” Michelle reported that the current “Free Clinic” will be moving to the health department. If the proposed clinic is not sustainable, it will close.</p> <p>The Committee endorsed the Business Strategy Proposal for the Nursing Center Employee Health Clinic noting that the clinic should first focus on episodic care and full time employees covered under our health insurance plan. It is our hope that the Clinic pursues a plan for longer term expansion to include part-time employees and other insurance carriers.</p>
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**NON-DISCRIMINATION POLICY**

<b>DISCUSSION</b>	<p>The Committee approved the proposal to expand two existing University rules: 3359-20-01 – Institutional mission and goals, affirmative action statement and 3359-38-01 – Affirmative action policy and program. These changes are based on the July 29, 2014 Executive Order making it illegal for federal government contractors to discriminate on the basis of sexual orientation, gender identity and expression.</p>
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**SUCCESSION/RETIREMENT PLANNING**

	<p>Dr. Erickson noted that a report needs to be completed by October 9. Drs. Erickson, Wainwright and Sterns will serve on an ad hoc committee. Dr. Erickson will schedule a time for the committee to get together.</p>
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**WELLNESS BENEFITS REPORT**

	<p>The IUC survey was discussed. The Committee will continue to work on a report to be completed by the end of December.</p>
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**NEXT MEETING**

	<p>The next meeting is Thursday, October 9, 2014, at 1:15 pm.</p>