Talent Development & Human Resources

Minutes

October 23, 2015 - 8:30 - 9:30 AM

Leigh Hall Room 416

Meeting Called by/Chair:	Elizabeth Erickson
Type of Meeting:	UC Committee
Attendees:	Elizabeth Erickson Bonnie Bromley Theresa Beyerle Alisa Benedict O'Brien Martin Wainwright Bill Viau Mary MacCracken Todd Rickels Missing with reason: Mary, Todd, Bill
Notes submitted by:	Alisa Benedict O'Brien
Agenda Topics:	
Minutes of the 10/9 Meeting presented:	Motion to accept the Minutes. Motion made and seconded; all in favor. Minutes were accepted.
Consideration of Recommendations of Diversity Council	The UC Talent Development and Student Success Committees were requested to review the diversity plan approved by the Diversity Council. Discussion ensued and general consensus was this report is needed, outline is good with one exception. Elimination of
Report of UC Meeting:	sentences in Number 9 in the intro to diversity plans. "Each college and unit should consider and report on other diversity categories, such as socio-economic status [below poverty line]; gender orientation and identity; recent veteran [10 years or less] status; foreign born." Committee felt the categories too intrusive and possibly violating privacy standards. Diversity Council would need justification to keep these areas in their report. Report was finally

accepted with the omission noted and sent back to Diversity Council with this recommendation. As far as Dr. Erickson knows, Student Success has not given any response to date.

Approval of Goals for 2015-2016

Committee reviewed draft document prepared by Dr. Erickson, explaining the goals accepted at the previous meeting. The Committee went over the goals individually again for any edits or additions members thought were needed. Mistitled, "The Institute for Talent Development" should be "Institute for Teaching and Learning." A motion was made to accept these goals for Dr. Erickson to present to the upcoming UC meeting on Tuesday, October 13, 2015. Motion carried and vote was unanimous.

Goal 1: Evaluate Annual Performance Review Process

Goal 2: Expand Succession Planning Report to cover layoff planning

- Need to preserve institutional knowledge

Goal 3: Benefits Incentives for Health and Wellness

- Needs to be all-inclusive
- Look at what other institutions are doing, etc.

Goal 4: Talent Development Planning and Programming

- Without Institute for Teaching and Learning, what do we do going forward for talent development?
- No known entity on campus for talent development

In addition, the group discussed the goals from the previous year that are still awaiting some response or completion. These important issues will also be included in our committee's

Next meeting to be held Friday, October 23, 2015 at 8:30 AM in Leigh Hall 416.

	objectives for this year. Motion was made to accept goals and was
	seconded. Motion carried and vote was
Masting adjacement at 0.20 am	unanimous.
Meeting adjourned at 9:30 am.	Motion to adjourn made, seconded.

Attachments Gill/Belsky Memo to President 5/20/15 (includes Diversity Plans & Reports w/Detail 2015-2016 Goals for Talent Development & Human Resources Committee