

# Talent Development & Human Resources

## Minutes

November 6, 2015 – 8:30 – 9:30 AM

Leigh Hall Room 416

Meeting Called by: Elizabeth Erickson

Type of Meeting: UC Committee

Attendees: Elizabeth Erickson, Theresa Beyerle, Alisa Benedict O'Brien, Mary MacCracken, Martin Wainwright, Michelle from HR (Bill Viau, Bonnie Bromley, Todd Rickels missing with reason)

Notes submitted by: Alisa Benedict O'Brien

### **Agenda:**

Minutes of 10/23/15 Meeting presented and reviewed. Motion to accept the Minutes made and seconded. Minutes were accepted.

Discussion of health care benefits and Akron General being out of University of Akron employee network:

Committee wants to be a part of conversations pertaining to changes in our health benefits and network providers. Alisa will contact CPAC to ask how/if they are involved in the process, have been involved, have drafted any recommendations, etc. and report back.

**\*\*anything to add here since I was late to the meeting?\*\*\***

Discussion of Employee Performance Reviews (goal 1):

Subcommittee did not yet have a chance to meet.

Michelle indicated that the intent for the performance reviews was that they be tied to merit-based raises for employees.

- Committee will raise the notion of evaluations tied to merit-based raises when we evaluate the current performance review process
- Committee discussed moral considerations and inconsistencies with evaluations of employees in the same departments, different standards used, etc.
- CPAC had issues with the form when it was rolled out – Alisa will contact CPAC to get more information on prior discussions and resolutions

Theresa reported on layoff planning (goal 2):

- Searched layoffs, succession planning and reviewed materials.
- Discussed idea of job description vs. tasks (task inventory – what we each do outside of our job descriptions, including various reports, data collection, file maintenance)
- Discussed Tom Angelo starting ITL and how ITL evolved and grew.
- As a side issue, discussed faculty leave requests and faculty course releases

Theresa also reported on all the programs/events put on by ITL and compiled a written history to share with our Committee and we began to review and will continue to do so (including new faculty orientation, faculty training, classes, etc.)

Subcommittees will meet or talk prior to next meeting.

Meeting adjourned at 9:32 AM.