University Council

MINUTES   FEBRUARY 27, 2015   9:00 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	In attendance: Matt Bungard, Margaret Canzonetta, Gregory Dieringer, Elizabeth Erickson, Mary MacCracken, Alicja Sochacka, Bill Viau, and Martin Wainwright Absent with Notice: Theresa Beyerle Absent without Notice: Megan Bodenschatz, Dan Deckler, and Jerica Rogers

Agenda topics

MINUTES

DISCUSSION	The minutes of the February 13, 2015 meeting were approved.

SALARY SURVEY REQUEST

	Bill gave an overview of the Mercer Job Evaluation Plan. It was implemented in 2000 and continues to be used in HR today. The IT division has a separate but similar system. They use the CUPA survey system which looks at national data at the doctorate institutional level. The survey is done annually from all state universities in Ohio. They also have access to ConnectSA for contract professionals. The plan is used for new hires. There is a question on what to do for existing employees but it is designed to work with the PDAQ (position description audit questionnaire) process. There is an issue with "compression" – being hired a long time ago, no raises, years of being behind in wages. Bill reported that they worked to correct faculty pay issues and the faculty system is in a much better position than they were ten years ago. There was a discussion about the career ladder. There is no system in place but it is being used for some positions such as in advising, physical plant, police department, secretaries, and accountants. The system does not show when a person steps up. It was done in one area of the University -- in the costume area for the theatre program. There is no tenure process in other jobs (like faculty). There is also the issue of red-lining – if you are at the top of your grade, you get nothing. The Committee discussed whether there is worth in exploring a better system or better framework. Is this current system good? Is it worth analyzing the current policy? Do we want to recommend a policy? If money is available, should it be set aside for those below grade? Does the system work, but can't be implemented because of lack of money or do we need to change the system? The subject will be discussed at the next meeting. Our job is to decide if we need a change in policy.

NEXT MEETING

	The next meeting is Friday, March 13, at 9:00 am.