

# University Council

MINUTES

MARCH 13, 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	<p>In attendance: Theresa Beyerle, Matt Bungard, Margaret Canzonetta, Gregory Dieringer, Elizabeth Erickson, Mary MacCracken, and Bill Viau.</p> <p>Ad Hoc Committee Member: Michelle Smith</p> <p>Absent with Notice: Martin Wainwright and Alicja Sochacka</p> <p>Absent without Notice: Megan Bodenschatz, Dan Deckler, and Jerica Rogers</p>

## Agenda topics

### MINUTES

DISCUSSION	The minutes of the February 27, 2015 meeting were approved.

### SALARY ISSUE BRIEFS

	<p>The issue brief from CPAC and the new issue brief from the Academic Advisors regarding compensation are being reviewed together. Bill noted that the academic advisors are asking for increases for specific individuals which could lead to an influx of other requests.</p> <p>The career ladder was discussed which the committee could review as a process or planning issue. Funding of the career ladder should go to the Budget Committee.</p> <p>Matt suggested that we could make a recommendation of where career ladders might be applicable. If the committee thinks that ladders are important, we could make a recommendation to the budget committee that they should be funded. It would be inadvisable to try to fix everything. If we had \$1 million a year, HR could authorize and fix issues of disparity. Maybe another group like Mercer could come in and evaluate. Bill stated that it may be time for another market check. The Mercer study wanted to get to 97% of market. They evaluated, but did not have the money to fund it.</p> <p>The committee agreed that we will not be looking at individual salaries, but instead we will review the planning process and make potential recommendations to the Budget &amp; Finance committee. We will look at unrepresented contract professional and staff, not collective bargaining units.</p> <p>Matt, Margaret and Bill agreed to meet to begin a draft response to the issue briefs. This topic could be put on the agenda for the next University council session beginning in April.</p>

### UNIVERSITY COUNCIL REPORT

	<p>Dr. Erickson reported that the sick leave policy and the succession planning report were presented to the University Council for approval. Both items have moved onto be reviewed/approved by the president. She indicated that there was a lively discussion on the succession planning report. It was voted 14-3, an 80% passage. She was asked whether the report had had a unanimous vote of approval with the committee for which she replied yes. Tim Lilly said that this report is an example of what this body is supposed to do. A comment was made that the process should start in the Fall with a response within a month. However, it will not work because of the budget process. It was recommended that the process for a GA budget should be looking a year ahead. Dr. Erickson suggested that we might want to get together with the budget committee to see what we can do about the planning issue getting in better sync with the budget. This will be a continuing conversation.</p>
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	<p>Dr. Erickson also indicated that bylaws have still not been finalized. They are on the fourth draft and that there is a group looking at it.</p>
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**WELLNESS INITIATIVE**

	<p>The wellness initiative was briefly discussed. Margaret was asked to resend to the committee members all the materials previously sent.</p>
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	<p>The Committee needs to focus on a recommendation on benefits in wellness. We need to identify the areas of need. There was also a discussion regarding safety on campus.</p>
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**NEXT MEETING**

	<p>Our next meeting is Friday, March 27, 2015 at 9 am.</p>
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