

Talent Development & Human Resources

Minutes

October 18, 2016 – 3:00 PM

Leigh Hall Room 416

Meeting Called by: Elizabeth Erickson

Type of Meeting: Talent & Development UC Committee

Attendees: Elizabeth Erickson, Bonnie Bromley, Mary MacCracken, Alisa Benedict O'Brien, Bill Viau, Pamela Duncan, and Dr. Ransom. Missing with notice: Martin Wainwright, and Myra Weakland.

Agenda:

Called to order by Dr. Erickson.

Minutes of last meeting were approved unanimously.

Report on UC Leadership meeting last Tuesday. Dr. Erickson, Alisa and Mary attended. Thought it was productive and informative. Student Services Committee reported on financial focus on student scholarships. Important as it relates to student retention efforts.

Also reported on Stark State coming to Akron and how that will effect UA. If they are coming to our community, it would be better to collaborate than compete. Our committee will keep an eye and might add to our goals regarding pay of part-time faculty and how pay might work out going forward if we collaborate with Stark State.

Alisa and Mary updated the committee on Bits and Atoms – UA agreed to give up 20,000 square feet of Polsky for this project in the previous years. Promises were made and grants were awarded using Polsky address. Majority of UA leadership was not consulted and now President Wilson is trying to handle the situation. We will also keep an eye on progress here.

Next, we turned to Review of our Committee Goals:

1 - Martin was collecting information on part-time faculty salaries from department chairs. Dr. Erickson will check in with Martin to see what data he has collected thus far and then make our report to the Budget Committee.

To review cost-reducing alternatives to layoffs when faced with budget cuts, taking into account continuation of important services and the maintenance of institutional knowledge	2	Completed report to Budget Committee
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To work with the UC Recreation and Wellness Committee on incentives in the Benefits program to encourage use of Wellness programs.	3	Recommendations to UC for changes in the Benefits program
To provide an in-depth review of the issue of performance review for non-academic personnel which involves collecting information on performance review in university and non-university situations elsewhere.	4	Completed report with recommendations
To continue to work on planning the provision of talent development programs, building on last year's report with Dean Ransom.	5	Provision of talent development programs

Benefits/Incentives for Employees: Need to comply with ADA for incentives and benefits. Committee did report on various incentives offered by other companies and universities. Need to come up with incentives and benefits. Might be findings from the World Economic Forum – they looked at employee health. We need to form a joint sub-committee with Recreation and Wellness Committee. Liz to contact John MacDonald.

Pam and Bonnie reported on the “Do Performance Reviews Have a Future?” seminar. Steve Ash will send Bonnie all the slides. Noted that most supervisors do not know how to do a performance review. A helpful approach reported is to make your staff take some ownership in the process. Studies show you get more productive employees using this approach. We would like to have Steve Ash come and speak to our group.

Dr. Ransom suggests a workshop for committee members to look for synergy and opportunities for collaboration; review and suggestions on committee goals. Appreciative Inquiry – what do we do well and how do we do more of that? Workshop should be before the end of the semester.

Alisa noted CPAC scholarship opportunity for professional development.

Meeting Adjourned at 4:15 PM.