

Talent Development & Human Resources

Minutes

November 15, 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, Myra Weakland, and Lakeesha Ransom. Missing with notice: Martin Wainwright.

Agenda:

Called to order by Dr. Erickson.

Motion made to accept Minutes. Minutes of last meeting were approved and accepted unanimously.

Dr. Erickson reported on UC Meeting from last week. Institutional Resource Committee gave report. They reported on their financial goals, including raising scholarship dollars. There are 912 endowed university scholarships. They also mentioned alumni events planned. President Wilson addressed the budget. The Ernst & Young report should be coming out in the next week or two, including suggestions/recommendations for the university. The President said the entire report will be available and transparent. They are suggesting a buyout plan for all employees (a voluntary buyout program). Our committee will want to look at balancing budget cuts with loss of programs and services resulting from buyouts/cuts.

Discussion of buyouts: Issues – would only work for certain departments and certain programs. Concerns with accreditation with faculty requirements. We do not yet know specifics for UA's buyout plans but note other universities have confined buyouts to specific colleges. We discussed planning and reporting for those exiting so that institutional knowledge and processes are not lost. If faculty took buyouts, who would cover courses, etc.? Who would continue services if contract professionals and staff took buyouts? Wright State, Penn State and OSU had similar buyouts. Will look at those schools for examples of what worked/didn't work.

All – go back to your constituencies and find out if other colleges and universities have been part of buyouts and what were the effects, processes, etc.

HLC will be out for review soon. Please comment and encourage students to complete the HLC survey.

Update on Part-Time faculty salaries – Martin will report on History Department part-time faculty salaries at the next meeting. Rex noted that increasing part-time faculty salaries would cost millions of dollars.

Update on our Proposed Goal Alignment: Lakeesha gave an overview of the proposal. Will plan programming for spring.

Lakeesha also shared with us about the Honors College “Be Kind” campaign and UA Unity day next week.

Performance Review Subcommittee has not yet met. We will update the committee when we have met and have updates. Idea to invite Steve Ash to a meeting (Myra and Pam will follow up.).

Meeting Adjourned at 4:15 PM.