

Talent Development & Human Resources

Minutes

February 12, 2016 – 10:00 AM

Leigh Hall Room 416

Meeting Called by: Elizabeth Erickson

Type of Meeting: UC Committee

Attendees: Elizabeth Erickson, Myra Weakland, Alisa Benedict O'Brien, Mary MacCracken, Bill Viau and Bonnie Bromley (Todd Rickel and Martin Wainwright missing with notice)

Notes submitted by: Alisa Benedict O'Brien

Agenda:

Called to order by Dr. Erickson.

Motion made to approve the Minutes of the January 29th meeting. Note by Myra to remove Theresa's name as she was not in attendance. Motion carried and vote was unanimous. Minutes of January 29th meeting approved. Alisa to add recognition our Committee adopted for Theresa to SharePoint site for UC.

Dr. Erickson gave report on University Council (UC) meeting. Shared news about our vote of appreciation for Theresa. Bylaws will be presented to UC, then to Board and the Board will have to approve. Will likely be the June Board meeting.

Presentation made by Communications Committee – worked with Health Committee to do a survey on smoking on campus. Had 20% response rate to the survey. Goal is for smoke-free campus. Board of Regents has indicated that is their expectation.

Discussion of Committee Goals and Progress:

Goal 1 – Performance Reviews

Martin to give status on drafting response to John Kline. Also, need to update our performance review document to remove Vision2020 language. Bonnie will share performance review documents from other colleges and universities. Bonnie will draft a synopsis.

Goal 2 – Layoff Planning

Dr. Erickson and Martin will meet (subcommittee). Need to plan pre-mortem.

Goal 3 – Professional/Talent Development:

Reviewed Leadership Training & Employee Development Programs prepared by Myra. Issue is the lack of resources, funding, coordinators, etc. Some schools have training for only senior leadership. Others have peer leadership training. Suggestion that faculty might be able to teach some of the courses. Could utilize online trainings. Highest cost if UA did its own program. Could potentially partner with other Ohio universities (ex. Kent State). Myra to connect with Bill to discuss what we can share or access from other colleges and universities. Look at internal programs. Idea to possibly use graduate students to deliver programs, etc. Ask Bill Rich about getting faculty involved – faculty senate. Could consider finding a donor to sponsor programing. Some places use Organizational Development specialist – UA does not currently have this due to cost.

Dr. Erickson noted that Economics Department is joining the College of Business.

Dr. Erickson/Bonnie received an email from Anthony Serpette about the UA Sick Bank and touching base with Nathan Mortimer about request being sent to Ohio Attorney General's office from UA employee. We will follow up. Might send something to the steering committee to request Nathan follow up.

Motion to send request to steering committee to contact Mr. Mortimer was made. Seconded. Motion carried.

Meeting adjourned at 10:50 AM.