

# **Talent Development & Human Resources**

## **Minutes**

February 26, 2016 – 10:00 AM

Leigh Hall Room 416

Meeting Called by: Elizabeth Erickson

Type of Meeting: UC Committee

Attendees: Elizabeth Erickson, Martin Wainwright, Alisa Benedict O'Brien, Mary MacCracken, Bill Viau and Bonnie Bromley (Todd Rickel and Myra Weakland 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 February 12<sup>th</sup> meeting. Bonnie moved to accept the Minutes. Motion carried and vote was unanimous. Minutes of February 12<sup>th</sup> meeting approved.

Dr. Erickson began discussion on Recommendations Concerning UC Bylaws by consultants. Committees are called to provide feedback. UC Steering Committee will form ad hoc committee. History – Board of Trustees told UC they had to revise bylaws – done by UC exploratory committee that represented all constituencies. Board of Trustees would like to see present version with red lines/changes and explanation of changes. UC Steering Committee has stated document is unacceptable as it is. However, cannot totally reject it. HLC is coming in 2017 – has told university we must demonstrate shared governance.

### **General Discussion:**

One recommendation is to change the make-up of the UC (18 people – Provost will choose the Steering Committee). Appointments/Governance in the document is top down. Committee Members will have to be UC Members. Did away with Recreation Committee and Marketing. Added Academic Affairs in the recommendations. Question – are they doing away with structure of UC committees?

1<sup>st</sup> issue to raise – how committees will be formed/appointed.

2<sup>nd</sup> issue to raise – why were no justifications provided by the consultants for their changes/suggestions to the bylaws? Could we ask them to provide justifications prior to us giving our recommendations?

Bonnie raised a concern: bylaws need a time limit/deadline for responses requested from Administration – changed from 45 days to 60 days. Concern with regard to communication at UA.

Appears that general functions of committees will be eliminated. Per this version, appears our committee would only be charged with:

- Inclusive Excellence
- Wellbeing of employees

What will be our committee's general responsibilities going forward? And WHY? Any feedback please email to Dr. Erickson.

Our interpretation of the bylaws is the UC members will sit on all the committees. Would 14 of the 18 members be chairs and secretaries of the 7 committees? Trying to improve communication and shared governance across campus – seems counterproductive to reduce committee sizes and campus involvement. How does this new structure advance the principles of shared governance? Want to ensure we still have roles and opportunities for involvement for mid-level employees and employees/staff to participate in governance. Will continue or discussion at our next meeting.

Meeting adjourned at 10:50 AM.