

Talent Development & Human Resources Committee

Minutes

APRIL 8TH, 2016

10:00 AM

MEETING CALLED BY	Elizabeth Erickson, Co-Convener
TYPE OF MEETING	Committee Meeting
FACILITATOR	Elizabeth Erickson, Co-Convener
NOTE TAKER	Bonnie Bromley
ATTENDEES	<p>In attendance: Elizabeth Erickson, Mary MacCracken, Martin Wainwright, Myra Weakland, Todd Rickel, Bonnie Bromley</p> <p>Missing: USG, GSG</p> <p>Ad Hoc Committee member in attendance: Michelle Smith Not present</p> <p>Absent with Notice: Bill Viau, Alisa Benedict O'Brien</p>

Agenda topics

MINUTES

DISCUSSION	The minutes of the March 11th meeting were unanimously approved.
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TITLE: COMMENTS FROM THE CHAIR – DR. ERICKSON

	<ul style="list-style-type: none"> • Dr. Harvey Stern, President of UC has now requested every committee to turn in the minutes from all their respective committees. We need to find the minutes from our previous secretary, who was in the Office of International Development. • Steering Committee will bring to UC on April 12th the report of the Ad Hoc By Laws subcommittee on the AGB consultants' suggested By Laws for UC. • Problem raised at FS related to Office of International Development. The student international exchange program has been put on hold for entire campus. More students have come to UA than travel elsewhere so tuition waivers do not cancel out and there has been a significant deficit. However, putting a hold on the program this year when International students committed to come could be a diplomatic disaster. Experienced personnel could have warned about this, but were no longer in the office due to layoffs.
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TITLE: AGENDA

Because the last meeting was cancelled—the agenda items from March 11th will stand for this meeting.

AGENDA ITEMS

Per Dr. Erickson - Year end summaries on status of committee goals are requested by UC for their records and the shared governance mandate.

- **Feedback on Professional Trainings for Talent Development**

Campus population showing a pattern of disregard from faculty to middle – level staff ideas and knowledge. (?Bonnie- don't know quite what we were saying here—can you clarify)

Several items which need to have more research and focus were mentioned:

No coordination across campus on talent development

No IT Backup

No On-campus support for on-line programs

Possibility of new campus-wide training programs—how can university purchase without any funds and who would they be purchased from.

Dr. Erickson requested Myra and Bonnie work together and develop a survey for C-PAC and SEAC members that would provide ranking of ideas for professional training.

- **Performance Review**

Dr. Wainwright to develop a summary on status of the performance review changes for UC that the Talent Committee has done.

- **Addition to Succession planning report on layoffs**

Dr. Erickson agreed to have draft addition for discussion for next meeting

Our committee should have a report ready for UC by May 1, 2016 on our work this year.

Meeting was adjourned at 11:00 am. Motion: Mary 2nd: bj

Respectfully submitted by
Bonnie Bromley

- Dr. Erickson wanted to share that Joe Kline who was a fulltime library employee, member of SEAC and veteran has passed away.

Our next meeting is April 22nd, 2016