

# **Talent Development & Human Resources**

## **Minutes**

May 20, 2016 – 10:00 AM

Leigh Hall Room 416

Meeting Called by: Elizabeth Erickson

Type of Meeting: UC Committee

Attendees: Elizabeth Erickson, Martin Wainwright, Pamela Duncan, and Bonnie Bromley (Todd Rickel, Mary MacCracken, Bill Viau and Myra Weakland missing with notice)

Notes submitted by: Alisa Benedict O'Brien

Agenda:

Introductions of New SEAC Member Pam Duncan to Alisa and Bonnie.

Began with informal discussion of current enrollment at UA and Honors Program as compared to other Ohio universities, including funding, grants, study abroad programs, tenured faculty, etc.

Martin noted about the Honors Program at UA, including the Honors Thesis – work is predominantly pro bono (not on the payroll), so may limit the amount of work honors students could do; no incentive to do this work here for faculty. Need for funding for faculty to teach in the Honors College.

Called to order by Dr. Erickson.

Minutes were presented by Alisa (prepared by Myra). Motion made by Martin to approve the Minutes of the May 6th meeting. Motion carried and vote was unanimous. Minutes of May 6<sup>th</sup> meeting approved (with corrections stated).

Bonnie noted she did not receive the email from Myra with the professional development and training materials. Alisa forwarded to Bonnie for her review for next meeting.

Dr. Erickson reported on the faculty senate special meeting with the President regarding his vote of “no confidence”. Discussed quality of faculty and utilizing non-tenured and part-time faculty members for the undergraduate courses. Our committee noted that the university should be focusing on creative and different solutions. President wants tenured faculty to become the administrators of departments. Dr. Erickson mentioned Dane Quinn’s recommendation to have the faculty involved in the process.

Discussion on Layoff Planning – budget will not be finalized until fall. Dr. Erickson made a statement at the faculty senate special meeting to President. Bonnie noted MTTs were let go. Noted the report our committee sent to President and this is now on record. At very least, need to stop hemorrhaging costs and personnel. It has been referenced that the Ohio Revised Code governs the layoffs but not sufficient for our purposes of layoff planning. A committee member mentioned that utilizing the police to escort people off campus was offensive. Discussed the Adult Ed. program. Association with ITT was also discussed.

Dr. Erickson will share her draft on our report for layoff planning/retirement succession planning, which includes:

- each unit should create a detailed report explaining major purposes in role of the life of UA – including what should drive hiring decisions for that department going forward.

- heads of units should submit reports to Deans each fall.

- need to have a mission statement indicating the most important functions of the unit, who they are providing for and interacting with (needs to be updated regularly).

- could also look at what your unit could do with 5, 10, 20% less resources.

- other options/alternatives to layoffs – furloughs, salary reductions, etc.

Pam suggested the week between Christmas and New Year's – still being closed but not having paid time off and considering summer furloughs for staff.

The committee wishes Mary Jo a speedy recovery from her recent knee injury!

The meeting was adjourned at 11:00AM.