

Talent Development & Human Resources

Minutes

May 6, 2016 – 10:00 AM

Leigh Hall Room 416

Meeting Called by: Elizabeth Erickson

Type of Meeting: UC Committee

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

Notes submitted by: Myra Weakland

Agenda:

Introductions of New SEAC Member Pam Duncan and attending members.

Called to order by Dr. Erickson.

Minutes were presented by Mary. Motion made to approve the Minutes of the April 22nd meeting. Myra moved to accept the Minutes. Motion carried and vote was unanimous. Minutes of April 22nd meeting approved (with corrections stated).

Discussion of Committee Composition for 2016-2017: Dr. Erickson reported that the Faculty Senate approved the move of the Economics Department from the College of Arts and Sciences to the College of Business Administration. Because Dr. Erickson is now in the CBA, she was not able to continue as a Senator in Arts and Sciences and it is unclear if there may be an opening within the CBA. As of now, she will no longer be a Senator in 2016-17 which is effective in September. University Council is unable to appoint new committee members until September so she will continue as Chair until September but we needed to resolve our committee make up. Dr. Erickson will not be eligible to be a UC faculty representative but could attend meetings as a consultant. Mary indicated that she would be willing to serve as a consultant so that Dr. Erickson could hold a position on the committee. Mary then nominated Dr. Erickson to continue as Chair of the UC-Talent Development and Human Resources Committee for 2016-2017 academic year. The nomination was seconded by Myra. No other candidates were nominated. The nomination was approved.

Dr. Erickson's report on Faculty Senate Meeting: Dr. Erickson reported that the Executive Committee of Faculty Senate agreed that there should be a UC representative election and Phil

Allen and Marie Roy were elected as new UC representatives. We still do not have an official University Council.

Dr. Erickson's report on UC: The meeting was unofficial as they were one short of a quorum. There was a budget discussion and we should have an interim Budget in June. Freshmen enrollment is down 24% (formerly 29%) than last year. In addition, we have the largest graduating class in UA history this semester. The Budget will be brought to UC before going to the Board of Trustees for approval. The ERIP program from years ago has been carried on the budget. It was finally taken as a one-time deduction to remove it from the books. Our financial rating by KPMG for last year was 1.0. A rating of 1.1 or better is expected so some departments are trying to hold off on spending until after July 1 to improve the picture and perhaps raise our rating. The rating is reviewed by HLC to determine university standing.

John Kline: Information on John Kline was to be sent to the Student Services Committee – they want a copy of our proclamation that we used for Theresa Beyerle to provide to John's wife. Dr. Erickson will recommend that the proclamation/recognition should come from the entire UC, not just the committee for John's service. We need confirmation that this was sent from Alisa.

Response to Issue Brief from Jeanne Semilia: Myra wrote a response to Jeanne (attached) which will be edited to exclude the word Budget. With that revision it can be sent to Jeanne. This discussion brought up concerns of employees who do not understand the budget process and would like to know more. Bill made recommendations for discussions/presentations for employees on a spectrum of information covering the budget, funding formula, how graduation of students affects the funding formulas, etc. be provided to all employees.

Myra's Report: There were 250 responses to the survey, 60 SEAC members and 190 CPAC members. A report on the process and a list of the professional development topics ranked highest by the participants, along with three pages of comments and recommendations provided by participants is attached.

The comments generated a great deal of discussion and many raise issues for the committee to explore in the coming year.

Myra also noted that there was a very thoughtful comment related to the possibility of UA offering a Leadership Academy from Steve Kaufmann. He indicated a desire to follow up with a CPAC representative. Myra emailed him and he responded with an insightful email which sparked discussion of leadership and succession planning which will be another issue that we take up in the coming year. The email is attached.

The committee will review the comments and come up with recommendations to finalize the report and be sure to include the approved text from April 22nd.

“Given the loss of the talent development activity due to the close of ITL, TD/HR committee recommends the following...

A coordinated effort to replace ITL training for staff and contract professional and other institutional personnel. We recommend that we adapt programming similar to Kent State and UA Solutions and that some university resources be allocated.”

Dr. Erickson expressed her appreciation for the work Myra has done on this project.

The meeting was adjourned at 11:00.