

# Talent Development & Human Resources

## Minutes

July 15, 2016 – 10:00 AM

Leigh Hall Room 416

Meeting Called by: Elizabeth Erickson

Type of Meeting: Talent & Development UC Committee

Attendees: Elizabeth Erickson, Martin Wainwright, Mary MacCracken – absent w/notice, Bill Viau, Pamela Duncan, Myra Weakland, Alisa Benedict O'Brien – absent w/notice and Bonnie Bromley

### **Agenda:**

Called to order by Dr. Erickson.

Motion made to approve the Minutes of the May 5<sup>th</sup> meeting. Bonnie moved to accept the Minutes with a second by Myra. Motion carried and vote was unanimous. Minutes of May 5th meeting approved.

### **Discussion of Committee Composition for 2016-2017:**

One member has left the committee, Todd Rickels. Executive committee requests a new dean for our committee. Selection made and Dr. Lakeesha Ransom, Dean of Honors College, will be our dean representative.

### **University Council – Dr. Erickson**

University Council by-laws finally approved by the BOT. This has been an on-going project since 2012. We need to celebrate with all involved!

Per Dr. Sterns the HLC will occur on February 14, 2017 and we have to show UC is working effectively. At last meeting, two committees had no chair. Dr. Stern emphasized the seriousness of the lack of participation by members. Being a member allows that employee a chance to make changes and/or accomplish something.

University Council has a “Limping Committee Structure.” **This is too important to ignore.** UC plans to hold a workshop asap in September and cover the following areas:

- Appoint Committee Chairs
- Committees to keep up with issues
- How to keep up with goals
- How to organize a workshop

UC would be the overall Guide. Things to consider: a) turnover on committees; b) welcoming to committee members c) Holding meetings—how often, how many d) Finding agreeable time e) Hashtag# I love you committee.

It was a hassle getting administration to push through By-Laws and getting them passed by BOT. Rex got it done. **Everyone now needs to shift to a totally different mode of thinking---POSITIVE!**

\*\*\*\*THINK ABOUT THE PLANNING\*\*\*\*

### **Sick Bank**

With the denial from the Attorney General's office SEAC would like to seek out the university political representative and submit a proposal to change the Ohio Revised code Rule. All universities are panicking and looking to review their policies. Talent and Development committee unanimously in favor of taking some action to promote this program. Discussion followed.

The UA legislative rep is Mat Akers in Development. Bill Viau was requested to make a motion to the committee as follows: "that Mat Akers will work with state legislature and other university reps to request state legislature amend the Ohio Revised code to allow state universities to establish a sick leave donation program." Second by Bonnie.

This will be reported at the next UC meeting.

### **Part-time Faculty Salary**

A part-time faculty increase went through faculty senate on 12/2/14. It was then sent to Budget & Finance Committee on 6/16/16. Due to lapse of time for request –it was sent to the UC Steering Committee on 6/24/16. The Talent Development Committee has been requested to do an analysis of PT pay scale of other universities and colleges. Considerations should include: a) all ranks and levels; b) by rank and position. What do we take away to give this increase? Dr. Erickson appointed Dr. Wainwright to begin this research. Check with our departments (English, Math, History, Modern Languages, Associate Studies) on what they pay their part-timers. Then connect with Kent, Cleveland State, Youngstown State, Stark Tri C and find out qualification requirements (bachelor, masters or PhD) and pay ranges.

### **2016-2017 Goals**

Dr. Erickson reminded everyone to start thinking about goals for next year. We will begin forming them at our next meeting. Myra noted that as an official request has been made for Software Training this should be on our list.

Meeting adjourned: 11:00 am                      1) Pam      2) Myra

Notes respectfully submitted by: Bonnie Bromley