

# **Talent Development & Human Resources**

## **Minutes**

August 16, 2016 – 3:00 PM

Leigh Hall Room 416

Meeting Called by: Elizabeth Erickson

Type of Meeting: Talent & Development UC Committee

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

### **Agenda:**

Called to order by Dr. Erickson.

Dr. Erickson reported to the UC on our committee last week. All committee member votes going forward (per new Bylaws) must be on secret ballot. Dr. Erickson noted highlights from the recent UC meeting: The BOT is committed to shared governance and open communication. Tiger Team is turning work over to UC committees. Alisa and Mary also added to discussion from their recent attendance at the UC Leadership Retreat held earlier in August.

On the topic of effective communication, Bonnie mentioned that it is challenging to find contact information for colleagues on campus. We brainstormed suggestions and decided that our committee should suggest that the Executive Committee request that the Telecommunications Committee notify the campus about how to locate members of the staff and faculty on campus, as well as the UA mobile app.

Next, we discussed Stark State and potentially leasing UA space to Stark. How can we collaborate? Discussed course offerings and value-added UA can offer to “compete” or collaborate with Stark State.

Discussion of goals for next year for our committee: collaboration/sharing with Stark State as this pertains to joint courses and joint training. Would need commonality of experience (for faculty) across courses, similar training and experiences, etc. so students get a consistent education.

Performance reviews: our subcommittee began to look at our review process; at issue was that they are not tied to raises (nor have they ever been). Suggestion: look at what other universities are doing. Myra, Bonnie, and Alisa will head up the subcommittee and will see what other local universities do and we will report back. Think about deviating from a top-down approach for performance evaluations.

Bonnie's suggestion: work with HR for awards (even if not monetary) for performance reviews, recognition of service.

We are tasked with developing workshops for other UC committees to come up with their goals. Dr. Erickson will contact Dr. Ransom for her assistance with this.

Health and Wellness Goal: incentives for faculty and staff for health and wellness (ex: health insurance discounts). Issue presented with EEOC concerns for individuals with physical disabilities that would prevent them from earning incentives. Will need to revisit after we review EEOC opinion and directives on this issue.

Alternatives to layoffs: part-time faculty – give them incentive and opportunity to teach more hours (12 hours); option for staff to be 9 month employees (summers off); 4-day work weeks; cost savings on electric/heating/cooling during summer and holiday break; engage with Facilities Planning to research costs and cost-savings. Discussion to be Continued.

Meeting adjourned: 4:30 PM.