

Talent Development & Human Resources

Minutes

September 13, 2016 – 9:00 AM

Leigh Hall Room 416

Meeting Called by: Elizabeth Erickson

Type of Meeting: Talent & Development UC Committee

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

Agenda:

Called to order by Dr. Erickson.

Dr. Erickson will be meeting with Dr. Ransom this week to discuss subcommittee work regarding professional development and training of other UC subcommittees (to assist with goal setting for the year).

Action Item: All committee members should please review the Tiger Team report to identify issues or goals that should be on our agenda and discussed at our meetings (ex: layoffs and what went wrong). In reviewing the Report, identify what fits into human relations and talent development. Please bring these suggestions to our next meeting.

Discussion: new healthcare policy– identify issues that we might need to address for next year. The wellbeing committee used to work on these matters. Observations by Myra: out of pocket maximum expenses increased to \$1500/individual and \$3,000/family, deductibles are now combined to include medical and pharmacy – all expenses count toward one deductible. Deductible is \$200/single and \$400/family; out of pocket maximum \$1500/single and \$3,000/family.

For 2017: \$400/single and \$800/family – out of pocket maximum will be \$2500/single and \$5000/family.

Employees will be paying 16% as opposed to 15% effective in January (aggregate numbers, based on pay.)

Goal: be involved in the discussion of costs vs. benefits for next year.

Myra and Alisa will reach out to some local schools to ask for a summary of their performance review processes currently in place and if they are willing to share their performance review forms. We will report back.

Corp of Cadets – can we use these students for recruiting and going out in the community? Lead community outreach initiatives? Suggest to President Wilson.

Graduate Assistantships need to be looked at and University needs to set the policy and the expectations for GAs – this likely falls under Graduate School and perhaps committee should take a look.

Alisa to send out the meeting schedule for the remainder to the fall semester.

Adjourned at 10:00 AM.