

# **Talent Development & Human Resources**

## **Minutes**

September 27, 2016 – 3:00 PM

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; missing with notice: Dr. Ransom, Martin Wainwright, and Mary MacCracken

### **Agenda:**

Called to order by Dr. Erickson.

Review of the Minutes. Bill noted some updates/corrections to last meeting's minutes:

Maximum out of pocket expenses are currently \$1500/individual and \$3,000/family, and for new policy, deductibles are now combined to include medical and pharmacy – all expenses count toward one deductible. For 2016, deductible is \$200/single and \$400/family; out of pocket maximum is \$1500/single and \$3,000/family. For 2017: Deductible will be \$400/single and \$800/family and 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.) HR/Benefits communicated with SEAC and CPAC during the discussion of the change in providers. HR/Benefits was careful in choosing the new plan to limit disruption with networks. New provider is Anthem. Pharmaceutical and Dental remains the same except that for dental 84/16 split – employees will only pay 16% of the cost.

Next, Dr. Erickson noted that both she and Mary Jo are permitted to remain members of this committee per the Bylaws.

### **Review of Topic Submission by CPAC requesting a salary survey for contract professionals and staff:**

Our committee has done some research previously. It is certainly something that we need to do and we would be happy to undertake the salary study but because of the very low likelihood of any raises in the near future and with the costs associated with hiring a consultant, we recommend putting a salary study on hold and not make this a goal for this year until the University's financial situation is stabilized. Would be more accurate to wait to do such a survey

at a time when we would actually be using such data. Would only be looking at all non-union positions.

The deans and vice-presidents are looking over all hiring requests of all colleges to determine which positions are critical, should be filled, could be eliminated, etc.

### **Review of Topic Submission for Salary Increase for Part-Time Faculty**

Martin was working on this issue and Dr. Erickson will speak with Martin. Dr. Erickson will make a note that we are reviewing the proposal. Bill noted that the University is required to contribute to the state retirement system for all part-time (adjunct) faculty.

Dr. Erickson and Dr. Ransom spoke about professional development/programming to assist other committees with goal-setting for the year.

Bonnie reported on performance evaluations from other Ohio public universities and shared copies from Ohio State, BGSU, and Wright State. Our subcommittee will meet to discuss and review further before our next whole committee meeting. Bill suggested we should talk with Paul Levy in the Psychology Department. Bill noted there is a conference at Quaker next Thursday regarding the future of performance evaluations. Myra will follow up with Steve Ash and let us know the details.

Dr. Erickson will send out our goals for the year for review by all.

### **Review of Tiger Team Report:**

Cost-savings – review of the results of the last cuts; our recommendation would be to think about going forward and thinking about the future and not looking back and rehashing the past. Pam suggested having discussions with our various groups to get suggestions and see what people are comfortable with. All agreed that some suggestions (i.e. no paid holiday break, pay cuts) cannot come from higher administration and must come from the employees.

Layoffs in departments – we have been looking at planning for the last several months. Although there will likely not be layoffs now, we are looking at other cost-cutting efforts.

Brief discussion of Admissions efforts.

Adjourned at 4:40 PM.