

Talent Development & Human Resources

Minutes

October 3, 2017 – 3:00 PM

Leigh Hall Room 416

Meeting Called by: Elizabeth Erickson

Type of Meeting: Talent & Development UC Committee

Attendees: Elizabeth Erickson, Alisa Benedict O'Brien, Bill Viau, Mary Jo MacCracken, Kathy Rex, Joe Minocchi, Melanie McGurr, CJ Peters, and Bonnie Bromley.

Guest speakers today: Anthony Serpette, Janet Bean, Michelle Byrne, Amy DeChambeau, and Wendy Lampner

Dr. Erickson called the meeting to order and made a motion to approve the September Minutes. Motion was seconded and Minutes were unanimously approved.

Discussion of new ITL. Leadership Team of ITL, out of the Provost's office. Goal is to combine efforts to offer sessions for faculty and provide programming for faculty. Limited scope at this time. Workshops on curriculum mapping, assessment efforts, and faculty focus with limited resources. Library hosts "Gather" series which has a faculty focus. Staff and Contract Professionals are always welcome to attend faculty trainings. ITL team shared a list of proposed programs for staff development. Our committee would be in a good position to offer staff training, with the list as a good starting point. Opportunity for faculty to provide training/teaching to staff on various topics. ITL Leadership Team can share their information and resources with us. Going forward, our committee can assist these efforts with a focus on staff development.

Sick Leave Bank. State of Ohio budget summary included that Ohio universities can now have a sick leave bank. The Executive Committee asked us to review the following:

- TDHR will need to obtain the current policy from the State of Ohio to review
- What problem are we trying to solve?
- How many employees at UA have an issue with needing additional sick leave each year?
- UA has operated on a case-by-case basis in the past and has helped employees who need additional assistance with sick leave

SEAC already has a draft of a policy. General Counsel is already aware of the new law. Alisa to share the draft of the policy with the Committee for review for the next meeting. UA employees that can donate are non-union faculty, non-union staff, and contract professionals. Bargaining Units cannot participate in donating sick time. Employees have exhausted and run out of sick time so there is a need for a policy at UA. It would also boost morale. Anthony suggested that bargaining units might include a provision in their collective bargaining agreements, subject to negotiations. Our committee will review the proposal and vote at the November meeting.

Next, we discussed our goals for the 2017-18 year.

1 - Offer talent development/training for UA employees: deliver programming and training to employees in a cost-effective and innovative manner, including 1) skills development (ex: PeopleSoft, Microsoft Suite) and 2) talent development (ex: leadership training, management training);

2 - Implement Health Care Savings/Incentives for UA Employees (ex: preventive health measures to reduce the cost of health care; discounts for scheduling annual wellness exam, attending health screening fair, exercise/fitness seminars, etc.); and

3 - Resubmit Sick Leave Bank Policy to UC for adoption.

Motion to accept the goals of the Committee was made and seconded and unanimously passed. Alisa will send on to Kim.

Our next meeting will be Tuesday, November 7th. Note to change the December meeting date.

Meeting adjourned at 3:57 PM.