

Talent Development & Human Resources

Minutes

November 28, 2017 – 3:00 PM

Leigh Hall Room 416

Meeting Called by: Elizabeth Erickson

Type of Meeting: Talent & Development UC Committee

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

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

Bill noted that the TARP program for staff and contract professionals will be reviewed by the Board in December. Dr. Erickson noted that our committee had expressed a desire to the UC in early 2017 to be consulted and involved in any future buy-outs/TARP.

Dr. Erickson reported from the November UC meeting. She noted the buy-out plan was not raised by the President or Provost. UA Leadership is approaching AUP regarding the details of the faculty buy-out. Dr. Erickson raised the issue and it was briefly discussed at UC meeting.

Next, we turned our attention to a topic submission.

Topic or Issue Description: It's not clear if the University of Akron has a workplace bullying and harassment policy. We do have a policy that covers those with a protected status, but for issues outside of those definitions, there is not a clear process for how to handle aggression and unprofessionalism in the workplace. Many workplaces are now developing and training employees about ways to handle these concerns.

Specific actions requested: Guidelines and a procedure that involves HR and not just immediate supervisors should be developed.

Bill noted that discrimination and sexual harassment are covered by current EEO policies on campus. Dr. Erickson noted that our committee should look at the current policy (on HR website under EEO section). Bill noted that the policy has been regularly updated. Workplace bullying is currently dealt with on an ad hoc basis. If we adopted a policy, we would have to notify the various bargaining units. Noted that bullying is difficult to define and currently we do not have a definition universally used for issues presented to HR. Suggestion to look at other universities and what they have done. CJ has offered to poll other law schools and Melanie will research other Ohio universities. Bill noted to check what resources are available to implement any policies.

Sick Leave Bank discussion: Joe noted that CPAC discussed the sick leave bank policy and asked how the initial bank will initially be seeded with donated hours. There will be annual open enrollment and emergency enrollment.

Motion to re-submit the Sick Leave Bank policy to UC. Seconded and unanimously approved. Dr. Erickson will submit the policy. Note: this will apply to non-bargaining unit employees.

Forming subcommittees to achieve our remaining goals.

1 – Working with ITL for staff/CP programming and training.

Melanie, Bonnie, Joe, CJ

2 – Working with Recreation and Wellness for health savings and benefits/initiatives.

Alisa, Mary Jo, Brittany, Elizabeth

(Mary Jo noted that Pam Krutkiewicz – the Oswald Companies has offered to come and offer wellness consulting)

Our next meeting will be in January.

Meeting adjourned at 4:10PM.