

## **Talent Development & Human Resources**

### **Minutes**

November 7, 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.

Guests today: Sarah Kelly and Nathan Mortimer

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

Discussion of TARP by Nathan Mortimer. UA is revisiting the buy-out option for faculty; looking to revise the plans and pursue faculty only buy-out. Plan design is underway. Plan is to have the Board consider Buy-out in December. The buy-out option would close in early spring and faculty who accept the buy-outs would transition out by May. Faculty can choose TARP or buy-out. Next, leadership will look at developing a program similar to TARP for staff and contract professionals; will be developed from December – February for staff and contract professionals. Nathan invited our committee to give input on the process between now and then. Essentially, the plan will be modeled after TARP. Employees electing TARP will remain in roles for up to 3 years. Staff and CPs will apply for the program; if approved, will be approved for 1 year; will be permitted to work for maximum of 26 hours per week, and 75% of base pay; ability to be extended for second year upon approval. Employees can elect to take program if they are eligible to retire. There will be a transitional health care set-aside and pay-out. Nathan noted UA will take the Program Review into account as they develop the plans.

Dr. Erickson shared information from our committee report to UC from March 4, 2017. Mary Jo and Dr. Erickson noted the importance of protecting program quality at the University. Committee discussion and questions with Nathan.

Bill noted there are federal laws and limitations to buy-outs that must be observed in the process.

Our next meeting will be Tuesday, November 28<sup>th</sup>.

Meeting adjourned at 4:25 PM.