

# **Talent Development & Human Resources**

## **Minutes**

February 10, 2017 – 9:00 AM

Leigh Hall Room 416

Meeting Called by: Elizabeth Erickson

Type of Meeting: Talent & Development UC Committee

Attendees: Elizabeth Erickson, Mary MacCracken, Alisa Benedict O'Brien, Bill Viau, Pamela Duncan, Francesca (graduate student rep.). Missing with notice: Lakeesha Ransom and Myra Weakland.

### **Agenda:**

Called to order by Dr. Erickson.

Motion made to accept Minutes. Minutes of last meeting were approved and accepted unanimously.

Dr. Erickson reported on UC Meeting from this week. Shared TD report that was presented at University Council. As of now, University leadership planning to release buy-out options by end of March – early April. Shared copy of Report with group.

Topic Submission by Jeanne Semilia regarding monitoring Contract Professional Hours: The Committee reviewed the response we drafted at our last meeting: Given established University policy and documented guidelines, we unanimously concur no action should be taken by our committee at this time – dept. chairs/supervisors should be solely responsible for supervision and oversight of their own departments/hours of employees. Pam is forwarding typed statement to Alisa to be forward to Kim on this issue.

In considering buy-outs, our committee is looking at replace/rehire budget and needs – must involve advance planning to determine effects on specific departments over a 3 year period. Along these lines, we will re-work our suggested planning guidelines in order to plan for buy-outs.

- 1- For critical areas, retired faculty can return and teach as part-time faculty (rehire). Would allow for continuation of programs and opportunity to plan ahead for future courses.
- 2- Identify where we need to be using rehires and identify needs of each program (looking at tenure track faculty). Plan has to be in each individual's interest in order to have sufficient coverage for courses and programming across campus. There will be a limit on rehiring for faculty, staff and contract professionals. We will know the amount of money

we have to rehire and will need to determine how to rehire, looking at most critical to least critical needs. Ex: looking at faculty – what do they teach, how many students, do they interact with other departments. When looking at staff and CPs: what is the function, how does it support students, is it a critical function of students, what other interactions across campus with departments? Priority should be given to departments that support student success.

- 3- Have to take into account the areas that were affected by the prior layoffs.
- 4- Within a college, look at centralizing functions university-wide (ex: curriculum, PAFs, etc.) There may be ways to be creative and collaborate with other departments/units across campus.
- 5- Can also look at alternatives to 12 month contracts – might look at 9-10 month appointments for staff and CPs – would have full benefits but could save on the salaries. Can also consider making some positions part-time as we look to rehire for certain colleges and departments.