

Talent Development & Human Resources

Minutes

March 24, 2017 – 9:00 AM

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, Pamela Duncan, and Bonnie Bromley. Missing with notice: Lakeesha Ransom, Martin Wainwright, Mary Jo McCracken, and Myra Weakland.

Agenda:

Called to order by Dr. Erickson.

Motion made to accept Minutes. Bonnie so moved; Alisa seconded. Minutes of last meeting were approved and accepted unanimously.

Dr. Erickson reported on UC Meeting from this week. President Wilson addressed the buyout plan being put on hold. There will be discussions with faculty who may retire (individual negotiations with list of eligible faculty) and negotiations will continue with faculty union. Dr. Erickson inquired about options that remain for non-faculty employees and Rex agreed to address it.

Bill notes that there has been a reduction in spending and positions have not been filled. Also, graduate assistants have been cut to reduce costs. Dr. Erickson noted the spending in athletics as discussed in The Plain Dealer. Dr. Erickson presented our committee report to UC, which was prepared prior to the announcement that the buyout plan was not moving forward. Our hope is that our report is a part of the process (whatever that may be) for going forward. Asked that report be passed on to relevant groups for future planning purposes. Rex noted that most units across campus are already engaged in some form of succession planning. However, we want to ensure such planning is being required by all units on campus.

Committee reviewed the revisions to our report and everyone approved of the changes and recommendations.

Leadership was meeting with faculty last week. Have not yet heard results. Our committee still encourages planning rather than individual conversations in various units.

Next, we reviewed the email sent from Kim regarding topic recommendations for an upcoming special information session of the Board. We reviewed the Plain Dealer article regarding athletics spending. We discussed the proposition that the budget committee and/or facilities committee should take a look at Athletics spending and other uses for InfoCision stadium.

Discussion about how we could effect cost-savings by joining efforts with other local NE Ohio universities.

Alternatives to reducing employee costs while maintaining programs and services/Alternatives to Retire/Rehire:

- Pool of staff to be shared with departments (savings would be by not filling open positions).
- Temporary holds on salary increases across the board.
- Salary cuts/spending cuts, including in athletics' salaries.
- Note: no increases in salary since 2014 for non-bargaining until staff.
- Reduction in time (10 month, 9 month contracts).
- Furloughs (would be scheduled, planned). Ex: shutdown the week of July 4th. Would not apply to faculty.

Next meeting, we will finalize our recommendations and combine with our prior report.

Meeting adjourned at 10:07 AM.