

Talent Development & Human Resources

Minutes

July 21, 2017 – 3:00 PM

Leigh Hall Room 416

Meeting Called by: Alisa Benedict O'Brien

Type of Meeting: Talent & Development UC Committee

Attendees: Alisa Benedict O'Brien, Bill Viau, and Joe Minocchi.

Alisa noted that she was facilitating the meeting on behalf of Dr. Erickson, but that Dr. Erickson would be back on campus in August, for the remainder of the school year.

Bill Viau provided a brief update from the July University Council meeting and noted that our Committee report will be due in February.

Since we had a small group today, at the next meeting, we will introduce all new committee members and finalize our goals for the 2017-18 year.

We reviewed our committee goals from the 2016-17 year and discussed our goals for the 2017-18 year.

Goal 1 – Performance Reviews:

- We noted that our committee did assist with removing the “Vision 2020” language from the performance review forms this year.
- We agree that reviewing the performance review process at UA is important and may be something our committee looks at going forward, but at this time with the University budget, and these reviews not being tied to pay increases, or a lack thereof, this goal may not be the best use of our committee’s time at present, but something we should revisit when University finances improve and performance reviews may be tied to pay increases.

Goal 2 – Layoff/Succession Planning:

- Our committee put together a detailed report that was submitted to University Council during the past year.

Goal 3 – Talent Development/Training for Employees:

We had a good discussion about retention efforts of current employees. While appreciating there is no budget right now for pay increases, what could UA potentially be doing to show employees we care and want them to stay here? Our committee or a subcommittee should research what other universities are doing with regard to retention efforts, employee appreciation, recognition initiatives, etc. in lieu of monetary rewards.

We also discussed ways to deliver programming to employment including 1) skills development and 2) talent development. Many employees may be interested in skills development, i.e. PeopleSoft, Microsoft Suite, etc., while others may desire to grow with UA and want to participate in leadership/management training, if offered. We might see if there is a budget for such training, and if not at this time, something or committee can help plan for the future. We should also research utilizing the CBA faculty and programs, graduate students, etc.

Goal 4 – Working with Recreation and Wellness on benefits (health care savings):

Our committee chair should reach out to their committee chair to set up a meeting. We would like to continue to explore health care incentives/savings for UA employees. The issue we will face in setting up any benefits programs is that we have 5 bargaining units on campus, while navigating EEOC laws.

Our recommendation for the coming year would be to focus on Goal 3 and Goal 4, and we are looking forward to consulting the rest of the committee. Dr. Erickson will preside over the August meeting. We will need to schedule a date to meet.

Meeting adjourned at 3:44 PM.