

Talent Development & Human Resources

Minutes

September 5, 2017 – 3:00 PM

Leigh Hall Room 416

Meeting Called by: Elizabeth Erickson

Type of Meeting: Talent & Development UC Committee

Attendees: Alisa Benedict O'Brien, Bill Viau, Mary Jo MacCracken, Joe Minocchi.

Dr. Erickson called the meeting to order . She thanked Alisa for chairing the committee this summer in her absence. All committee members introduced themselves as we have some new members. Dr. Erickson also noted that Mary Jo will hit 50 years of service the UA this year.

We noted that we need to reach our designated student representatives about attending the meetings.

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.

Dr. Erickson noted that she will share ITL (Institute for Teaching and Learning) history left to our committee and that we can also look to see what other departments are doing with regards to talent development. Noted that the library is offering trainings at the library and will share the program schedule with us.

Our SEAC and CPAC representatives will ask their respective committees what trainings, employee benefits, talent development offerings, etc. they would like UA to consider providing and bring that information back to our committee.

Dr. Erickson will also contact the Chair of Health & Wellness to arrange a joint meeting to discuss health care savings and benefits, and a collaboration between committees. We will schedule a joint meeting.

The committee agrees to meet every 4 weeks on Tuesdays at 3PM (the first Tuesday of each month). Our next meeting will be Tuesday, October 3rd at 3:48PM.

Meeting adjourned at 3:44 PM.