

# Talent Development & Human Resources

MINUTES

OCTOBER 16, 2018

4:00 P.M.

LH 416

MEETING CALLED BY	Mary MacCracken
TYPE OF MEETING	Bi-Monthly Meeting
PRESIDER	Mary MacCracken
NOTE TAKER	Peggy Walchalk
ATTENDEES	<p><b>Members in attendance:</b> Brittany Hartman, Renata Janosi, Sarah Kelly, Mary MacCracken, Melanie McGurr, C.J. Peters, Eric Veigel, Peggy Walchalk</p> <p><b>Others:</b> Liz Erickson (non-voting member)</p> <p><b>Absent with notice:</b> Joe Minocchi</p>
Agenda topics:	
4:00 P.M.	CALL TO ORDER <span style="float: right;">MARY MACCRACKEN</span>
DISCUSSION	<ol style="list-style-type: none"> <li>Mary MacCracken called the meeting to order and provided a proposed agenda.</li> <li>Review of the October 2, 2018 meeting minutes – approved as written.</li> </ol>
4:10 P.M.	OLD BUSINESS <span style="float: right;">MARY MACCRACKEN</span>
DISCUSSION	<ol style="list-style-type: none"> <li>A draft of the committee goals for the UC year ending August 31, 2019 was provided for review. Members ranked each goal by priority and discussed the next steps. Dr. MacCracken noted that the completed goals list is due to UC by November 16, 2018. <ul style="list-style-type: none"> <li><b><u>Priority 1 – Finalize Sick Leave Bank Policy</u></b> <ul style="list-style-type: none"> <li>Propose a new rule to the Board of Trustees at the December 5, 2018 BOT meeting. Sarah Kelly will be meeting with John Riley this week to work on a rule amendment to be adopted by UA administration. The December 5<sup>th</sup> date seems within reason at this time.</li> </ul> </li> <li><b><u>Priority 2 – Establish Workforce Development/UA Solutions training for UA employees at a discounted price.</u></b> <ul style="list-style-type: none"> <li>Former Chair, Liz Erickson met with Dean Tudor in February of this year. Committee members agreed that the survey results secured by CPAC and SEAC should be shared with Dean Tudor. Members suggested inviting Dean Tudor to our next committee meeting. Peggy will extend an invitation to the dean for the October 30, 2018 meeting.</li> </ul> </li> <li><b><u>Priority 3 – Implement Health Care Savings/incentives for UA employees.</u></b> <ul style="list-style-type: none"> <li>Members had originally discussed the idea of communicating and updating UA websites with available incentives. However, it was noted that the Recreation and Wellness Committee is continuing to examine opportunities in this area. Their group is reviewing model programs currently in place at five Ohio institutions. Those schools include Kent</li> </ul> </li> </ul> </li> </ol>

	<p>State University, Miami of Ohio, Ohio University, The Ohio State University, and the University of Cincinnati. As a continued discussion on this topic, members agreed that it would be good to know 1) what the program participation rate is at these schools, and 2) what it costs the institution to run such a program. Peggy offered to share these questions with the SEAC representative on the Recreation and Wellness Committee.</p> <ul style="list-style-type: none"> <li>- Members also discussed the faculty/staff participation rate at our Recreation and Wellness Center. Eric noted that the participation rate is very low, at roughly ten percent. Since Eric has background experience in the sports/science area, he is interested in participating in further conversation should the opportunity be presented.</li> </ul> <p><b><u>Priority 4 – Workplace Bullying and Harassment Policy</u></b></p> <ul style="list-style-type: none"> <li>- Members had previously noted that this information is already established in the AAUP Civility Clause. After discussion the committee agreed that we should seek a guideline, perhaps through the Judicial Affairs office, to prepare a declaration statement.</li> </ul> <p>Dr. Erickson noted that the student policy was created with Bill Rich and the policy should be available on a website. Melanie will share her summary of findings, as well as check with Akron Public Schools for a general harassment policy. Dean Peters will check will also check to see if Canton Public Schools has a policy.</p> <ul style="list-style-type: none"> <li>- This topic will be tabled for a future meeting.</li> </ul>
4:50 P.M.	<p style="text-align: center;">NEW BUSINESS</p> <p style="text-align: right;">MARY MACCRACKEN</p>
DISCUSSION	<ol style="list-style-type: none"> <li>1. Sarah Kelly announced that UA is in the considering the purchase of a new software training program called Hoonuit. There may be a future opportunity to survey CPAC and SEAC members for feedback on interested training topics.</li> </ol>
5:00 P.M.	<p style="text-align: center;">ADJOURN</p> <p style="text-align: right;">MARY MACCRACKEN</p>
DISCUSSION	<ol style="list-style-type: none"> <li>1. Meeting adjourned at 5 p.m.</li> <li>2. Next meeting scheduled for Tuesday, October 30, 2018 (4 p.m.) LH 416</li> </ol>