

# Talent Development & Human Resources

MINUTES

JANUARY 8, 2020

3:00 PM

LH 413

<b>MEETING CALLED BY</b>	Mary MacCracken
<b>TYPE OF MEETING</b>	Monthly Meeting
<b>PRESIDER</b>	Mary MacCracken
<b>NOTE TAKER</b>	Peggy Walchalk
<b>ATTENDEES</b>	<p><b>Members in attendance:</b> Renata Janosi, Sarah Kelly, Melanie McGurr, Rachel Keay-McVay (via teleconference), MaryJo MacCracken, Christopher Peters, and Peggy Walchalk.</p> <p><b>Absent with notice:</b> Laura Conley, Chathumadai Ediriweera, Rocco Grossi, Brittany Hartman and Joe Minocchi</p> <p><b>Others:</b> Liz Erickson</p>
<b>Agenda topics:</b>	
<b>3:00 P.M.</b>	<b>CALL TO ORDER</b> <span style="float: right;"><b>MARY MACCRACKEN</b></span>
<b>DISCUSSION</b>	<ol style="list-style-type: none"> <li>Mary MacCracken called the meeting to order.</li> <li>Chair MacCracken added one item to the proposed agenda, noting a thank you to Mark Foster for his membership participation.</li> <li>The proposed agenda was approved with the additional item.</li> <li>The November 19, 2019 meeting minutes were reviewed and approved as written.</li> </ol>
<b>3:10 P.M.</b>	<b>OLD BUSINESS</b> <span style="float: right;"><b>MARY MACCRACKEN</b></span>
<b>DISCUSSION</b>	<ol style="list-style-type: none"> <li>Pedestrian crosswalk at Hill Street and University Avenue - This topic submission was received by UC on 10-24-19. Dean Peters is hoping to meet with City officials to discuss. There has not been any response from UC on the progress. This remains a continuing topic.</li> <li>Bullying Policy – Sarah Kelly noted that Human Resources already has mediation, dispute resolution, and EEO investigation practices in place. Sarah suggested the HR website be updated to provide clarity on the process. She will work with her team to communicate available resources.</li> <li>Employee discount inquiry – Dean Peters has further investigated the “Best Benefits Club” which offers a wide variety of consumer product and service discounts. He recommends UA consider this option, pending loose ends, as it will bring benefits to both students and employees. The Dean will follow up with a couple areas before we proceed with a final recommendation.</li> <li>Succession planning – The concern is of institutional memory being secured and planning for long-term faculty and non-faculty. The idea of a checklist or template was considered as a possible option. Peggy Walchalk will survey the Ohio Staff Council of Higher Education (OSCHE) membership and Melanie McGurr will check with the MAC schools to see if any of these schools have a system in place.</li> </ol>

	<p>5. Chair MacCracken noted that Mark Foster has a position change and will no longer be representing Faculty Senate on our UC-TD/HR committee.</p> <p>Dr. MacCracken provided a thank you for Dr. Foster’s service and support as a committee member. Chair MacCracken noted the need to fill the vacancy. Peggy Walchalk will submit a request to Kim Haverkamp.</p>
3:55 P.M.	<p>NEW BUSINESS</p> <p>MARY MACCRACKEN</p>
DISCUSSION	<p>1. No new business to report.</p>
3:56 P.M.	<p>ADJOURN</p> <p>MARY MACCRACKEN</p>
DISCUSSION	<p>1. Next meeting date will be Thursday, February 13, 2020 at 4 p.m. Peggy will confirm a location and send a meeting invitation.</p> <p>2. Meeting adjourned at 4 p.m.</p>