University Council

MINUTES

MAY 17, 2012

TALENT DEVELOPMENT AND HUMAN RESOURCES

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<th>MEETING CALLED BY</th>
<th>Sue McKibben, Chair</th>
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<td>TYPE OF MEETING</td>
<td>Committee Meeting</td>
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<tr>
<td>FACILITATOR</td>
<td>Sue McKibben, Chair</td>
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<td>NOTE TAKER</td>
<td>Margaret Canzonetta</td>
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**ATTENDEES**

Members Present: Becky Hoover, Margaret Canzonetta, Sue McKibben, Mary MacCracken, Kim Beyer, Lissia Gerber

Absent with notice: Kelsey Risman, Susan Speers, Neil Sapienza

Absent without notice: Karastin Katusin (2); Michael Schuldiner (2), Mark Shanislaw (1)

**Agenda topics**

**INTRODUCTION OF NEW MEMBER**

**DISCUSSION**

Sue introduced our newest committee member, Kim Beyer, who will be replacing Aiesha Motley as a CPAC representative to the Committee. Kim’s term ends April 13, 2013.

**UPDATE ON UNIVERSITY COUNCIL RECOGNITION LETTER**

**DISCUSSION**

Sue informed the Committee that the recognition letter for service on University Council was sent to all committee members.

**NEW ISSUE BRIEFS:**

**DISCUSSION**

The Committee discussed at length the four issue briefs sent to the Committee for their review and response.

**David Witt Issue Brief:** Becky informed the Committee that she and the TD&HR Department will be reviewing Mr. Witt’s request for a “review of personnel changes at the University 1997-2012 and beyond.” She indicated that she will be recommending that the University hold campus forums, similar to the recent budget forums, to discuss the items outlined in Mr. Witt’s memo these issues. She will work with OAA and others to prepare an outline of the various topics to discuss and Dr. Sherman will come up with supporting data, because everything is of public record but as appropriate, while still protecting the privacy will be maintained of our employees. Becky will share this information with the Committee to get feedback.
**Ron Fields Issue Brief:** The Committee felt this request was very similar to the David Witt issue brief and should be reviewed and discussed together. A communication will be prepared informing Mr. Fields that the committee is collecting data and that a campus forum addressing staffing issues is being planned.

**Alexander D’Rain issue brief:** Becky will send a letter to Mr. D’Rain regarding his concern with staff members sleeping on the job or engaging in non-employment related behavior. She will reiterate that staff employees are not permitted to sleep or engage in non-employment related behavior and if observed, that this behavior should be reported.

**Chris Kuhn Issue Brief:** The Committee felt this was an important issue but would require a significant amount of time to research and consult with several departments within the University, including General Counsel, Benefits and Finance. The committee will confirm that our policy is currently within the requirements of the law and will work with appropriate campus resources to review the financial impact of changes. Any substantial changes would have to be reviewed to determine the financial impact on the University.

**PRIORITIZE COMMITTEE’S GOALS FOR THE COMING YEAR**

| DISCUSSION | The Committee indicated that the goals of the Committee should include the review of the Recognition Policy, Staffing Levels, Legal compliance/campus climate. |

**NEXT MEETING**

| DISCUSSION | The next meeting of the Committee will be held in June. A notice will be forthcoming. The Committee will need to get back to reviewing and making a recommendation on the recognition and service award issue brief. |