

12.5.2016

## Staff Senate PED Update

**To**  
Staff Senate Officers

**From**  
Gary Southard - Chair

**CC**  
Sally Molsberger – Vice  
Chair  
Kathy Brashear  
Ann LaPerle  
David Schlaegel  
Miranda Sloan  
Pattie Williams

**Re**  
PED Update – Dec 2016

### Comments:

The last PED Committee meeting was November 17, 2016. Next scheduled meeting is December 16, 2016.

The meeting covered the following topics:

**10-20-16** – all reviewed the notes from last PED meeting.

### RIF Recommendation Review and Final Vote –

- Additional feedback from the Executive Committee.
  - For the upcoming market adjustments, leadership wants a recommendation from Staff Senate on this project.
  - Discussed the possibility of a committee to review when a RIF is going to occur, possibly a Staff Senate committee.
- Policy section “When a RIF involves choosing between people, the decision will be based on seniority and performance” it was determined performance would outweigh seniority but if performance was equal then seniority would be the determining factor.
- Agreed that if the Executive Committee requested additional changes that Gary felt were reasonable, that the changes should be made without any additional reviews by the PED Committee.
- Committee accepted all changes and agreed to submit to the Executive Committee.

### 21<sup>st</sup> Century Initiatives Discussion

- Determined the Culture of Excellence two sections below applied to the goals of the PED Committee.
  - Equity, Fairness & Recognition, Goal 2 – Increase performance accountability: Strengthen personnel evaluation process (Revised performance management 2015-16).
  - Professional Development & Training, Goal 2 – Provide staff development opportunities:  
Develop plan for enhanced staff development (Plan finalized 2015-16).

### Next Steps

- Obtain a copy of the plan that was finalized for enhanced staff development referenced above and review at next meeting.
- Devote next meeting to the Professional Development & Training, Goal 2 from the 21<sup>st</sup> Century Initiatives.

**PED Committee**