

PED Meeting 6/21/17

Members Present: Gary Southard, Sally Molsberger, Patti Williams, Kathy Brashear and Ann LaPerle

Minute Review

- The group approved the minutes from 5-17 -17

RIF Request

- Discussed how we can be prepared for the upcoming RIFs
- Develop talking points regarding the policy to provide guidance to employees (i.e. Ombudsman)
- Asked HR for guidance

Internal Hiring Policy

- Senator LaPerle provided a nice summary of benchmark institutions that have an internal hiring policy. The goal is to present and ask for support from the President/Provost. If support given, then pass to HR to construct a policy.
- Bottom line, many of our benchmark institutions practice hiring internally first before going off the street.

PED Policy Recommendation Workflow

- The committee discussed the need to have a clear process flow for inquiries into changing/creating policy.
- It is not the responsibility of the PED committee to create/write policy, but HRs.
- Hope is to include University Leadership so “bullet points” can be forwarded to HR and they write policy.
- Workflow has been approved by Executive Committee and will be presented to the President for his support.

Next Steps

- Senator Southard will take first stab on establishing high level bullet points for an Internal Hiring policy.