

02.9.2017

Staff Senate PED Update

To
Staff Senate Officers

The last PED Committee meeting was January 26, 2017. Next scheduled meeting is February 16, 2017.

From
Gary Southard - Chair

The meeting covered the following topics:

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

12-15-16 – all reviewed the notes from last PED meeting.

Staff Development/21st 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). No final plan has been developed as yet. The Senate/PED committee has been invited to create plan to submit to HR.
- Requested information from the Budget Office on committed funds from the Provost's office. Currently, the small grant program is funded by the Provost.
- Have found benchmarks on average investment per employee for training/development and will use in development of budget.
- Drafted Training/Development Policy, but still working out a few details. Once a policy recommendation is in place, a strategic plan with a budget will be developed to present to Executive Leadership.

RIF Recommendation Update

- The committee is steadfast in presenting a RIF policy recommendation for consideration and the Executive Committee approved moving the recommendation for consideration by the full Senate. A RIF policy will be an integral part of a comprehensive staff training/development plan.

HRAC Update

- The committee discussed communicated during the last HRAC meeting concerning the possibility of disbanding the committee and creating some working groups that would not be made up of Staff Senators. The committee does not believe this is a good idea and pointed to the language and charge of Staff Senate from the Redbook (5.7.1). Decisions that impact staff must have Senate representation.

Next Steps

- Thank you goes out to Senator Miranda Sloan for her contributions to the PED committee. Senator Sloan has resigned from the University. She was a valuable member of our committee and we wish her nothing but the best. As such, there is an opening on our committee.
- Devote next meeting to the Professional Development & Training, Goal 2 from the 21st Century Initiatives.

PED Committee