

PED Meeting: August 18, 2019

Members Present: Virginia Hosono, Jared Neal, Kathy Brashear, Patti Williams, Candace Allen, Jonathan Graves

Invited Senator(s) Present: Andrew Grubb

HRAC:

There is no update as the August HRAC meeting was cancelled. There are concerns about HR canceling the meetings despite Staff Senate having concerns. Mary Elizabeth Miles is looking at how the meetings are structured and will make recommendations about how committee will move forward to be more effective for all.

Follow-up: Open Enrollment: Tentative schedule has been given: Could be pushed back as meeting to present to President's cabinet has been pushed back because of Board meeting to present Strategic Plan.

September 3: Presenting to HRAC

September 4: Present to faculty Senate

September 9: Present to Staff Senate

September 11: Email to all September 11

September 13-October 4: Town Halls

FY20 PED Mission and Goals:

The committee decided on the following for the 2019-20 Mission and Goals:

1. Review current policies and look to updating as needed.
2. Increase the economic portion of our committee's charge by working to gather and promote transparency in sharing economic information when it directly effects staff in a timely manner.
3. Continue to provide recommendations to enhance staff climate policies.

The PED committee will work diligently to ensure greater transparency in all areas that effect staff.

EC update:

Action Request:

Tuition Remission Policy:

The question was asked if Fellows could get tuition remission for an MSc or MPH degree while they are in training. House Staff, according to Payroll's pay group are considered non-employees. They receive insurance but are excluded from retiree annuities. Virginia will send Dean Ganzel an email asking for her to weigh in on this matter.

PC Loan:

The committee discussed the policy, one committee member stated that \$1500 is sufficient to purchase adequate computer, however, the committee discussed whether there could be a mechanism put into place to request additional funds in extenuating circumstances.

Shared Leave Policy:

The committee discussed the policy and had issues with the proposed changes by HR. Ultimately, the committee believes that if people have to lose their time when they are over the allowed threshold we would like to see it roll over into the shared leave pool as an option.

Andrew will discuss this option with the Executive Committee for feedback and approval and then will bring up later to discuss at HRAC.

Approved: