

# HRAC/BDW Meeting Report

## 12.01.2025

Significant points of interest:

- 1) VP for HR Darrell Clark reported that he will re-charge a combined committee (HRAC & BDW).
- 2) Clark reported that he will be finalizing committee charter.
- 3) Clark reported that planned roll out of staff Career Ladders is being held up by significant number of staff not receiving performance reviews (68% compliance).
- 4) Shared leave pool still critically low – service may be suspended until pool of donated hours builds back up. Several staff and faculty made suggestions regarding possible steps for increasing donation levels. All were dismissed.
- 5) BDW topic regarding next year's Dental and Vision Contract was tabled until the next meeting.
- 6) Staff senators in attendance included Tessa McGilbra, Jody Heard, Mani Vangalur, Christopher Farthing, and Don Dean.

Submitted by,  
Secretary-Treasurer Senator Donald Dean

submitted 12.04.25 by Don Dean