

HR questions from CSC for Thursday, January 10, 2013

3:30pm at 1851 N. Research Drive

Present: Becca Ferguson, Terry Carver, Leslie Fern, Faith Olson, Viva McCarver, Gail Houtz, Kathy Dean

1. Are there any Strategic Plan updates or revisions?

Cabinet is retreating Monday, Jan. 15, to review the Strategic Plan, Core Values, Vision and Mission Statements for BGSU

Will Memorial Hall be torn down this summer?

NO! No other changes expected at this time with the Master Plan (buildings) (The Student Health Center and Rec Center updates will be given at February's CSC Meeting)

2. Is Chartwells cutting back their own PT employees to 25 hours per week as they are BGSU employees?

BGSU employees are given preference when PT hours are affected

3. A BGSU employee has been ill and has other issues, and had done all necessary paperwork to be off from work. However, she has used up her FMLA allowance and cannot draw from the Leave Bank. She has applied for disability and is waiting to hear back from OPERS on the decision. Chartwells informed her that if she did not come back to work, she will be fired.

HR would prefer that the employee hears back first from OPERS. But, if an employee does not have any sick leave left, Becca indicated the law cannot protect their job.

4. How does HR interact with Chartwells if there are these types of discrepancies?

Becca meets with Nancy Joseph on a regular basis for various employee-related issues.

5. Do you know how many of these positions (Classified Staff who retired in December) are going to be re-filled immediately?

Dominga Almaguer

Lawrence Bateson

John Booth

Not being replaced at this time

Gordon Brown
Connie Cadwallader
John Curlis to Administrative position
Mary Dilsaver
Kimberly Francisco
Cheryl Harouff
Sharon Hernandez
Cindy Kinney
David McCoy
Shannon Richards
Brenda Sattler
Tamara Sharp
Robert Smith
Thomas Talarico
Terrie Weaver
Margaret Whitacre to Administrative position

Need more time to see if other positions will be filled.

6. A Supplemental Staff employee heard in her area that her application was lost when a position opened. She handed in her application in person. The application was not lost. The search committee asked the Office of Equity and Diversity if they could use applications turned in last July from a previous pool of applications for the same position. Permission was granted. The committee made their selection of interviewees from that pool.

A question about discrimination was brought up by this same external employee.

The Office of Equity and Diversity handles all complaints related to discrimination whether the person works on campus or is a visitor.