Staff Council General Meeting Minutes
June 17, 2020
Zoom Meeting

Staff Council President, Andy Stephany welcomed everyone to the meeting. There was no closed session. Vice Chancellor of Human Resources, Dave DeJong joined as a guest and gave an update. His report included the following topics:

- All three task forces have submitted final reports and it has now moved to the Resilience Steering committee. Not sure at this point when that plan will be available.
- Main protocols are for health and safety and are being reviewed by health care professionals.
- The foundation is densification of campus. We will probably be operating at 30% capacity in our classrooms.
- It will be very important for staff to remain working from home.
- OHR has been told not to look to return to work on campus at least until January 2021.
- Classes will be moved into normal buildings to spread out students.
- Research has been approved to return to campus and that have gone smoothly.
- Cleaning protocols are still TBD for classrooms.
- Labor Day – still TBD when it comes to working.
- Accumulation of vacation day cap is off until the end of November.
- Arrival survival will look different this year-more information to come on that.

Mark Burdsall, Deputy Vice Chancellor of Human Resources came to speak about human resources.

- When it comes to Flex spending John Kozar did a lot of work to help stop flex spending over the last three months, he said there is a carryover of $500 allowed. John was also able to recover a month’s premium on dental to give back to staff.
- Performance management – Reviews are due June 30. All reviews are due July 31 from RC’s. They will follow up on any gaps that that presents.
- Comp modernization program- They have meet with IT, research, and finance subject matter experts in order to work on benchmarking and descriptions that they have from surveys.
- Pitt Works still on target for the launch of January 2021.
- Supervisor Training – September they plan to roll out virtual trainings.
  1. Technical Skills
  2. Interpersonal
• Talent Acquisition- continuation to have controls on hiring with staff early retirement.
• HR Shared services- dedicated to most HR functions/ and a team about benefits
• Staff Early Retirement- Voluntary program
  1. Full time/ part time reg employee
  2. 10 plus years continuous service.
  3. Age 59.5
  4. There will be webinars about this process

Mark Henderson, Vice Chancellor of Information Technology
• Faculty, staff and students didn’t have what they needed when the pandemic hit.

Louis Passarello
• Discussed Endpoints (devices people are using)
• Goal is to standard in initialize devices
• The program will focus on laptops and it will be able to deliver applications in the most effective, secure and cost efficient ways.
• Exceptions will be handled through an approval process
• Each department will determine needs and order it though Panther Express with a skew#

May’s meeting minutes were accepted and approved

Andy Stephany, staff council president acknowledged the topic of race. Staff Council will continue to be a voice of chance and be a pathway to bring new voices to the table. Please email ars70@pitt.edu or staffcouncil@pitt.edu if you have ideas or discussions that you would like to have on the topic.

Kenny Doty, Staff Council Executive Vice President, also echoed Andy’s sentiments and we have been posting information on Teams. We would like to have diversity trainings and meetings for Staff Council. Please continue to reach out.

Amy Port Kleebank, Vice President of Public Relations, thanked everyone for staff and faculty appreciation week. Staff Council received a really nice thank you if you didn’t see from Mark and Dave from HR.

The professional Development award – Is active and moving forward more information to come.