



**Human Resources Advisory Council
Agenda
Wednesday August 28, 2019 (1:30-3:00 pm)**

Chair: Tim Corcoran - Vice Chancellor, Human Resources

Alyssa Brown
Anaid Northcraft
Anne Krueger
Caroline Althaus
Cheryl Detwiler
Cindy Hall
Craig Leedham
Denise Schulmeyer
Janet Snelling

Kim Dudzik
Lida Rafia
Michael Copenhaver
Nashona Seals
Natalija Worrell
Sahar Abushaban
Sue Rearic

Recorder: Corinne Russell

HR Directors	Summary Update	Action Items
1. Tim Corcoran	<ul style="list-style-type: none"> Welcome 	
2. Tim Corcoran	<ul style="list-style-type: none"> BP 3710/BP 3715 	Hasn't been reviewed since 2008. Discussed the combination of both BP 3710/3715. Updated language and linked contracts to reference. Tim explained intellectual property and copyright. Modeled after SDCCD BP's.
3. Alyssa Brown	<ul style="list-style-type: none"> Vision and Charge Discussion 	Alyssa summarized all the work done in regards to Vision and Charge. Reviewed HRAC Charge proposal. Discussed the composition through Nashona's skills activity in June. It was suggested the we frame our work around the multiple methods that we report to EEO. Alyssa explained all the EEO methods. Reviewed the outcomes from the RISE workshop and discussed the "Goals" set. Alyssa suggested a concept on how we get our work and a structured agenda. Everyone agreed on the proposed structured agenda format:

		<p>HRAC -> HR Multiple Methods HRAC <-> HR HR Solutions -> HRAC</p> <p>Method 2 – (Board Policies and adopted resolutions) will stay on the agenda monthly. Will break up the other methods and review a few at each meeting.</p> <p>Alyssa and PD will create the new agenda.</p> <p>Discussed the Action Planning Worksheet that we may use throughout the discussion of multiple methods.</p> <p>The new agenda will be used for a couple months and evaluated.</p>
<p>4. Cheryl Detwiler</p>	<ul style="list-style-type: none"> • Return to Work Program 	<p>Cheryl discussed the new Return to Work program that was recently implemented. Explained how this goes hand in hand in Worker’s Comp, and how modified duty affects the employer and the employee. Our new vendor is NPA, who helps us get employees back to work doing modified duty. All the non-clerical departments have given input, since that is where most of the injuries happen.</p> <p>Cheryl asked if the group was interested she can have NPA do a webinar if the group was interested in seeing how the program works.</p>
<p>5. Next Meeting</p>	<ul style="list-style-type: none"> • Monday, September 23, 2019 2:00 – 3:30 - Change due to Chancellor Search Interviews 	<p>Topics – Benefits Open Enrollment Alyssa asked if anyone had topics HRAC would like any trainings, to please bring them up.</p>