

October 5, 2016

Academic Staff Senate Meeting

Present: Amy M, Nick B, Emily Z, Jenice M, Jon G, John M, Janie C, Rob W, Beth A (Speaker phone)

Call to Order: 9:01am

Welcome to Amy! Excited to have you aboard!

Review September Minutes: (Jenice/Nick) approved

Report from Chancellor/Provost: unable to attend due to travel to Board of Regents Meeting

Board of Regents Members meeting Reflections: Some interesting information shared. In the past we've had an agenda – may have been helpful to make sure everyone is intentionally included. We do a good job representing the campus in a positive light. Was a limited amount of time to prepare this time. Was especially nice to have a Regent with experience with our campus.

Chair Update: Cabinet meetings have been discussing climate a lot. Sticky sheets from meeting have been typed and categorized with a focus on actionable items. Talk with cabinet about sharing the actionable items. Would be good for groups, such as governance, to go through and see what's possible. Nick – we should sponsor a list.

Comp-time: we have no institutional policy – how to match FLSA? Potential to affect many on campus. Lists are still be compiled for distribution to supervisors to work with employees to discuss how to move forward. HR still evaluating. Jenice – what piece to we, as a governance group, play in this process? Do changes affect classification? New hourly academic staff. Implemented December 1. We should have control on our trickle down policies on campus. University staff does already have a policy – we should investigate. Hopefully on HR website. Looking at positions rather than pay – is there a bias in evaluations of deciding between salary and hourly? Any way to ensure decisions are made on position rather than pay? There would ideally be a way to have grievance/feedback options. As a Senate we should be as proactive as possible in understanding and having a say in the development of these policies and their application.

System Rep Report: The hot topic in the meetings is job security reductions in practice to annual contracts. Loss of job security and retention. The longer appointments still exist but are inequally applied across systems. We should join in advocating for the use of these types of appointments to keep good employees in the positions we know will stay. Indefinite, Rolling Horizon, Multi-year (eliminated in 2013) Limited, Annual. Could reduce paperwork. Could be a step to improve climate and staff retention. There could be competition between campuses on this. Could be good to have a meeting with our HR. Talked more about Budget and Vision 20/20 budget categories. Title and Compensation Study have not yet selected a vendor for the study (looking to have vendor in Spring 2017). Could give us a lot of information of what we can see across campus – but how to use all of that information? This may be why we were prevented from completing our CUPA compression study last year. How to compare titles with campus responsibilities?

Sub-committee Updates:

Professional Development – call out and choosing Professional Development Grant. Perhaps action items from Opening Day. Assist in Merit Definition.

Personnel & Compensation – Merit Reviews and Performance Evaluations Charge – need to discuss a lot to decide how to start. Merit and Performance reviews should be examined in conjunction. Do we need to restructure to achieve all our goals?

Communications/By-Laws/Elections – Successful Election. Possible new by-laws adjustment. Newsletter and socials on horizon.

Old Business – Welcome Amy!

New Business:

Faculty Senate, University Senate, & SGA sign-ups (may be an email)

Adjourn (Rob/Janie) 10:28am

Possible Priorities:

Multi-year Contracts – Professional Development

Years of Service Calculations (low-hanging fruit? Could we turn to employees?) Seniority List – years of service on campus - has been passed around – often done with notecards – no master list. Does not affect retirement. But does have scary impact and discouraging effect.

Professional Development

Merit Definition –Required and big project - Personnel

Review of Campus Promotion Policies – Professional Development

Compression Study – we should do more often, but is it good to pursue now? What happens if funds become available again? Post-FLSA start?

Succession Planning

Hiring Categories

Personnel also in charge of reviewing promotion