

Minutes
Academic Staff Executive Committee
2:00 p.m. to 4:30 p.m.
Thursday, April 12, 2012
67 Bascom Hall

Members Present: Daña Alder (Vice-Chair), Marwa Bassiouni, Heather Daniels (Chair), Denny Hackel, Nik Hawkins, Jim Maynard, Heather Mc Fadden, Robert Newsom, Jeff Shokler

Guests: Vice Chancellor Darrell Bazzell, Bruno Browning (PPPC)

Call to Order/Agenda Review

The meeting was called to order by the Chair, Heather Daniels, at 2:00 p.m.

Automatic Consent Business

ASEC minutes from Thursday, April 5, 2012, were approved with corrections.

GUEST: Vice Chancellor Darrell Bazzell

- ASEC discussed the Critical Academic Staff Fund, and the Vice Chancellor was informed that ASEC is almost ready to submit its final recommendations.
- The Vice Chancellor told ASEC that he could work with what ASEC has already written.
- The discussion focused on the percentage of academic staff eligible for the fund, what qualifies for a pay increase, and where funding is coming from.

BUSINESS

HR Design Update

- Employee Categories
 - Jim Maynard gave his summary and reaction to the recommendations for Employee Categories.
 - Jim pointed out that the Categories' HR Design Team seems to understand the problems with the existing categories, but solutions they came up with are not satisfactory.
 - Because academic staff currently do not have collective bargaining rights, and classified staff do have these rights, combining all classified staff into the academic staff category will eliminate classified staff collective bargaining rights unless state statutes are changed.
 - Also, simply eliminating the classified staff category does nothing in and of itself to eliminate the perceived biases some people have towards classified staff or the jobs they do on campus.

- Robert Newsom read from his summary and reaction to the recommendations for Employee Categories.
- ASEC discussed what information academic staff and classified staff were receiving and agreed that everyone needs to be made aware of the recommended changes and their potential repercussions, intended or unintended.
- Jeff Shokler provided his summary and reaction to the recommendations for Employee Categories
- ASEC discussed potential solutions to the issues raised by the Employee Categories recommendation.
- A motion was made by Heather McFadden and seconded by Daña Alder to reassess the other two models presented in the report, reject the current proposal, and ask the committee about the data they used to develop their recommendations. The motion was passed.
- Competencies
 - Daña Alder shared her summary and reactions to the Competencies report, which were generally favorable. This team shared the research on which their recommendations were based and laid out a good case for why they made the recommendations that they did—regarding how competencies can be used to integrate the various steps in an employee’s life cycle. She also liked the focus on talent management and, although it would require training for supervisors and managers to be able to implement, this could have a good effect on low morale.
 - ASEC discussed the necessity of training and how competencies should be used in job reviews. There was some concern over the use of the word “mindset” and how that was defined.

GENERAL REPORTS

- Chair – Heather Daniels
 - Farewell Luncheon for Valli Warren and Ben Rodriguez next week on Tuesday, 11:45 AM

Meeting Adjourned at 4:30 p.m.

Minutes submitted by Jake Connell, Office of the Secretary of the Academic Staff