

Approved 6-28-2012

Minutes
Academic Staff Executive Committee
1:00 p.m. to 3:00 p.m.
Monday, June 25, 2012
67 Bascom Hall

Members Present: Heather Daniels (Chair), Daña Alder (Vice-Chair), Jeff Shokler, Denny Hackel, Heather Mc Fadden, Marwa Bassiouni

Absent: Jim Maynard, Robert Newsom, Nik Hawkins

Call to Order/Agenda Review

The meeting was called to order by Chair, Heather Daniels at 1:10 p.m.

BUSINESS

HR Design

- Heather D. spoke about the HR Design Advisory Committee. The Advisory Committee has not voted any of the HR Design recommendations brought forth. They would like to wait to vote until all items have been presented. Heather D. has asked Steve Lund about whether ASEC should be voting on the recommendations. She is waiting for his response.
- ASEC discussed the Compensation handout given to the Advisory Committee. Heather D. mentioned that the Advisory Committee discussed the using “peer” based analysis rather than “market” based.
- ASEC discussed the issue of overtime for FLSA exempt staff. If current classified FLSA exempt staff are moved over to academic staff, they would be able to continue receiving overtime. Should it only be limited to public safety employees? If so, ASEC would like to see a list of the positions which would be categorized as such.
- Heather D. mentioned that classified employees who move to academic staff would be granted indefinite status. Jeff raised the question of whether this would be appropriate, since indefinite status is defined in ASPP. ASEC would like additional information regarding this issue.
- ASEC discussed the Advisory Committee Job Titles handout. The Titling Work Team recommends titles have 1/2/3 or objective/senior/advanced after them. Members of ASEC thought that titles should have words in front of them and not numbers. They feel it devalues people.
- Heather M. brought to the committee’s attention a recent meeting she had attended. At this meeting students and Professor Sara Goldrick-Rab discussed the role and effectiveness of Huron Consulting at UW. According to them, Huron has produced the same results at other higher education institutions, without understanding or taking into consideration how higher education works, i.e. making universities function based upon a business model.
- Denny presented the Compensation review handout he wrote.
 - Discussion:
 - Ask Steve Lund how many people would be needed for central compensation expertise. How many are found at our peer institutions?
 - How does ASEC feel about having a Category A cap? ASEC feels they need to do something about this issue and would like to place this item on the planning document for next year.
 - Discuss with Steve Lund about academic staff being in control of salary ranges.
- ASEC will vote Thursday on the motions Dana wrote for Recruitment and Assessment.
- Heather M. proposed new motion regarding not having competencies be used for Recruitment and Assessment.

Meeting Adjourned at 3:00 p.m.

Minutes submitted by Marwa Bassiouni, ASEC Member