Members Present: Gary Sandefur (chair), Melissa Amos-Landgraf, Barb Peters, Lisa Rutherford, Elizabeth Bolt, Grant Petty, Debbie Weber, Brenda Krueger, Barb McPherson, Dorothy Steele, Daña Alder (representing Heather Daniels), Carl Hampton (representing Damon Williams)

Members Absent: Carol Hillmer, Kevin Walters

Ex-Officio Members Present: Bob Lavigna, Steve Lund, Mark Walters

Others Present: Mike Fay, Mary Czynszak-Lyne

- Agenda review
  - No Changes.

- Meeting minutes from November 2, 2012
  - Approved minutes.

- Project update – Bob Lavigna
  - Provided update on Faculty Senate vote, feedback from campus stakeholders, planned Academic Staff Assembly vote and Board of Regents meeting scheduled December 7, 2012.

- Advisory committee members provided advice on issues raised:
  - Employee choice:
    - Classified staff who become Academic Staff lose the ability to join a bargaining unit, movement to exempt titles via reclass should allow for choice, concerns with grandfathering of classified employees.
  - Name “University Staff”:
    - Documents published by University Staff governance could create misunderstandings within campus community.
  - Language regarding shared governance:
    - Project leaders met with members of the University Committee on shared governance language.
  - Definition of market for unskilled and semi-skilled classified employees:
    - Members provided feedback on issue of private sector employers used for comparison and not public organizations, Big Ten universities, or peer institutions.
    - Market comparison should have a floor, e.g., living wage.
  - Value UW-Madison places on internal equity as a campus climate and retention strategy:
    - Plan being revised to clarify role of market and internal equity.
• Eliminate performance-based pay:
  • Members provided feedback on Critical Compensation Fund, Discretionary Compensation Award and concerns about favoritism.
• Governance be consulted on the job title and total compensation analysis RFP and selection process:
  • Project leaders provided update on collaborative process with UWSA; process will provide balanced and multi-campus cross representation.
• Governance should participate in creating and implementing the (engagement) survey, and in framing the goals and direction of the survey:
  • Members provided feedback on creation, implementation and collaboration of survey with governance groups.
• Grandfather employees’ benefits (leave schedule) if they choose academic staff otherwise their benefits will be reduced:
  • Stakeholder groups expressed similar concerns.
  • Members provided feedback that this is a product of the current system and may not be under the new structure.
• Guarantees that internal equity will have equal or greater weight than market comparisons:
  • Members provided feedback on reliance on market data, race and gender inequities, and differences between employing units, e.g., IT and English.
• Allow certain exempt employees to receive overtime:
  • Members provided feedback on exempt employees who could receive overtime in addition to public safety employees.
  • Members expressed concerns about inequity of overtime on campus, e.g., a division or unit compensates for overtime and others do not.
  • Members provided feedback on other mechanisms of overtime, e.g., project bonus or temporary pay adjustment.
• Modify the frequency and use of “equity” and “market” in the plan to ensure equal distribution”
  • Project leaders will alternate frequency and ensure equal distribution.
• Provide permanent status to exempt classified staff who choose to become academic staff:
  • Members provided feedback on disparity between academic staff to classified exempt who choose to become academic staff (i.e., fixed-term renewable to permanent).
• Need clarification about the parameters and policies around “temporary appointments” (e.g., how do they differ from fixed-term terminal apt):
  • UW-Madison LTE committee is defining university staff parameters and policies for “temporary appointments”.
• No employee group should see benefits diminished as a result of this process:
  • Benefits will not be diminished as a result of the project.
• Miscellaneous
  • Committee members agreed to reserve November 16, 2012 meeting on their calendars.
  • Committee members agreed to cancel November 23, 2012 meeting.

• Adjourned