Minutes
HR Design Advisory Committee
1:00 - 3:00 p.m.
Friday, April 13, 2012
220 Ingraham Hall

Members Present: Gary Sandefur (chair), Melissa Amos-Landgraf, Elizabeth Bolt, Heather Daniels, Carol Hillmer, Barb Peters, Lisa Rutherford, Dorothy Steele, Kevin Walters, Debbie Weber, Damon Williams, Brenda Krueger

Members Absent: Sue Babcock, Barb McPherson

Ex-Officio Members Present: Luis Piñero, Margo Lessard (representing Al Crist), Steve Lund, Bob Lavigna, Carl Hampton, Eden Inoway-Ronnie

Others Present: Mike Fay, Darin Harris, Maggie Murdler, Tom Hogan, Darin Harris, Kurt Dorschel

1. Agenda review

2. Meeting minutes from March 30, 2012
   • Minutes approved

3. Project Update – Bob Lavigna
   • Work teams’ draft recommendations posted on project website April 9.
   • Draft recommendations sent to divisions for distribution.
   • Multiple campus engagement forums scheduled for the week of April 16.
   • Responding to and forwarding to project work teams campus input on the recommendations.
   • Asked members of the Advisory Committee to communicate draft recommendations to their campus constituents.
   • Provided update on UW-Madison and UW-System collaboration efforts.

   UW System University Personnel Systems (UPS) Update – Margo Lessard
   o Provided update on UW-System project work team forum held March 29th.
   o Timeline is consistent with UW-Madison.
   o Have begun consultation at individual campuses
   o Recommendations are to be posted on the UW-System UPS website Tuesday April 17

4. AC Review – Employee Category Draft Recommendations - Elizabeth Bolt
   • Provided committee with an overview of the draft recommendations.
   • Provided update committee on feedback received thus far. Team will look to the engagement sessions for additional input.
   • The team’s next steps are to consider the feedback to help define a solution.
   • Members provided feedback on recommendations including loss of collective bargaining rights.
   • Members discussed the role and expansion of shared governance.

5. AC Review – Titles Draft Recommendations – Tom Hogan
• Provided committee with an overview of the draft recommendations.
• Team will recommended aligning with employee category, compensation and benefits recommendations.
• Provided update committee on feedback received thus far. Team will look to the engagement sessions for additional input.
• The team’s next steps are to consider the feedback to help define a solution.
• Members provided feedback on recommendations.
• A job classification study needs to happen regardless of Employee Category final recommendation.

6. Miscellaneous
• Compensation & Benefits to be reviewed at April 20, 2012
• Doodle survey will seek input from committee members for an additional 2 hour block of time to review Competencies, Diverse Workforce and Recruitment & Assessment recommendations.

7. Adjourned