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

Members Absent:  Sue Babcock, Debbie Weber

Ex-Officio Members Present:  Steve Lund, Mark Walters, Alice Gustafson, Bob Lavigna, Jason Beier (representing Al Crist), Eden Inoway-Ronnie

Others Present:  Mike Fay, Scott Hildebrand

1. Agenda review

2. Meeting minutes from June 1, 2012
   • Minutes approved

3. Project Update – Bob Lavigna
   • Phase 2 revised recommendations due from work team on Friday June 8. Posting to the project website is scheduled for June 19.
   • Campus engagement session held with CNCS.
   • Inviting all members of the project to a project update and recognition event on June 21.
   • Project leads continue to review phase 1 and phase 2 recommendations for symmetry with UW System University Personnel System.

UW System University Personnel System (UPS) Update – Jason Beier
   • Project team is aggregating campus feedback.
   • Project team to distribute draft revised decision documents to campus members late June.

4. Discussion of recommendations – Bob Lavigna
   • Committee defined mechanism to advise project team leads on final revised recommendations. Committee members will vote to endorse recommendation and/or amend recommendation.
• Employee Categories – Steve Lund
  • Recommendations align with UW System University Personnel System.
  • Categories defined by definition of FLSA (exempt vs non-exempt).
  • Committee members provided feedback on employees impacted by the fiscal to calendar year change.
  • Members provided feedback on shift differential, overtime, title, governance rights for classified exempt employees moving to academic staff, category name of university staff and impact during transition period.
  • Motion: Move to endorse Employee Categories team’s recommendation to categorize exempt employees as academic staff.
    ▪ Approve: 8
    ▪ Abstain: 0
    ▪ Opposed: 3
    ○ Dissenting opinions:
      □ Loss of collective bargaining rights.
  • Motion: Move to encourage Project Team and Executive Sponsors to seek input from affected employees about move to academic staff and report back to AC at future meeting.
    ▪ Approve: 9
    ▪ Opposed: 1
    ▪ Abstain: 1
  • Motion: Move to endorse Employee Categories team’s recommendation to grant statutory (policy if unable to obtain statutory) governance rights to university staff.
    ▪ Approve: 11
    ▪ Opposed: 0
    ▪ Abstain: 0

• Recruitment and Assessment – Mark Walters
  • Provided update of revised work team recommendations, alignment with UW System University Personnel System (and current degree of alignment).
  • Members provided feedback on definition of diversity, protected classes, access to central online system, supervisor training transfer process, grievance is statutory and seniority as a factor in hiring process.
  • Motion: Move to endorse the Recruitment and Assessment team’s recommendations but ask the Project Team to take note of the Committee’s concerns expressed at the meeting.
    ○ Approve: 10
    ○ Opposed: 1
    ○ Abstain: 0
5. Miscellaneous
   • Committee will discuss questions and concerns from project leads for benefits or competencies recommendations at June 18 meeting.

6. Adjourned