Members Present: Gary Sandefur (chair), Melissa Amos-Landgraf, Barb McPherson, Elizabeth Bolt, Barb Peters, Dorothy Steele, Debbie Weber, Kevin Walters, Carl Hampton (representing Damon Williams)

Members Absent: Sue Babcock, Carol Hillmer, Lisa Rutherford, Brenda Krueger, Heather Daniels

Ex-Officio Members Present: Mark Walters, Bob Lavigna, Steve Lund, Al Crist, Luis Piñero, Eden Inoway-Ronnie, Alice Gustafson

Others Present: Mike Fay, Kathleen Smith, Don Schutt

1. Agenda review
   • No Changes.

2. Meeting minutes from June 22, 2012
   • Approved minutes.

3. Project Update – Bob Lavigna
   • Socializing feedback of recommendations with campus stakeholders.

   UW System University Personnel System (UPS) Update – Al Crist
   • Steering group will be meeting soon to review their teams’ recommendations and draft proposals.

4. Transition and Succession - Mark Walters
   • Question 1: Should the university shift to “permanent” (indefinite) appointments for employees who have continuing employment?
     ▪ Committee provided feedback on permanent (indefinite) academic staff appointment type, non-renewal process, program redirection and loss of funding.
   • Question 2: Should the university adopt minimum 30-day layoff notice period for academic staff and classified employees (university staff)?
     ▪ Committee provided feedback on layoff notice, unsatisfactory performance, non-renewal (program redirection, loss of funding), severance pay and climate change for 30-day notice period.
   • Question 3: Should the university eliminate the requirement that current classified employees be able to return to their position after an unsuccessful probationary period?
     ▪ Committee provided feedback on recommendation return to previous position, probationary period, notification of failed probation, and letter of resignation.
5. Performance Management - Mark Walters
   • Question 1: Should the university require all supervisors (including faculty with supervisory responsibility) to participate in a performance process that includes setting goals, discussing development opportunities, and providing feedback?
     ▪ Committee provided feedback on performance process, scheduling of evaluations, compliance, and organizational change.
   • Question 2: Should the university require that supervisors (including faculty with supervisory responsibility) participate in training related to performance management?
     ▪ Committee provided feedback on performance management training, mandatory training (online, lab, classroom), accountability, and review process.
   • Question 3: Should the university create a consistent corrective action, discipline, and appeals process across academic and classified (university) staff?
     ▪ Committee provided feedback on consistency with attendance, grievance, appeal process, governance and fairness.

6. Miscellaneous
   • Committee voted to cancel July 6 meeting.
   • Committee will continue discussion of recommendations at July 13 meeting.

7. Adjourned