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

Members Absent: Lisa Rutherford, Elizabeth Bolt, Grant Petty, Debbie Weber, Barb McPherson

Ex-Officio Members Present: Bob Lavigna, Steve Lund, Mark Walters, Alice Gustafson, Al Crist

Others Present: Mike Fay, Mary Czynszak-Lyne, Daña Alder

- Agenda review
  - No Changes.

- Meeting minutes from October 5, 2012
  - Approved minutes.

- Project update – Mark Walters
  - Provided update on information sessions with campus stakeholders.
  - Faculty Senate is to vote on strategic plan at their November 5, 2012 meeting; Academic Staff Assembly to vote on strategic plan at their November 12, 2012 meeting. Feedback from senate and assembly meetings will be shared with executive sponsors.
  - Provided update on timeline that included the December 7, 2012 presentation at Board of Regents meeting.

UW System University Personnel System (UPS) Update– Al Crist

- Provided update on material to be presented at Board of Regent meeting scheduled December 7, 2012. Material to be provided will include proposed new regent policies and identification of draft operational policies that will provide structure for the new personnel systems at UW-Madison and UWSA. Policies will be posted online after Chancellors’ review them on November 16, 2012.
• Advisory committee members provided advice on issues raised:
  • Issues of merit:
    • Across-the-board merit increases could create dissention. Other mechanisms should be available (e.g. x-percent or x-dollars whichever is higher) to help close gaps.
    • Correct the compression problem (the current proposal would achieve this).
    • The Cost of Living Adjustment (COLA) reflects the philosophy of longevity (seniority) is primary a factor of COLA.
    • What is the argument for merit pay? How does it affect the proposal?
  • Issues of University Staff layoff:
    • The strategic plan defines the operational unit as the layoff group not the division. This is similar to layoff procedures for academic staff.
    • Seniority is the primary component in layoff process along with knowledge and skillset; these give the unit flexibility if a particular skill set needs to be retained during layoff situations.
    • Restore right of return:
      ▪ Supported by labor groups however, it places an inconvenience on departments. Possible alternative could be shorter a probation period. For some positions, at least 6 months are desirable for proper evaluation.
      ▪ Restore seniority-based transfers; which are supported by labor groups however, it doesn’t provide employing units with discretion when making hiring decisions.
  • Miscellaneous
    • Committee members agreed to meet on November 9, 2012.
  • Adjourned