Members Present: Gary Sandefur (chair), Kevin Walters, Barb Peters, Carol Hillmer, Barb McPherson, Debbie Weber, Dorothy Steele, Heather Daniels, Damon Williams

Members Absent: Elizabeth Bolt, Sue Babcock, Melissa Amos-Landgraf, Brenda Krueger, Lisa Rutherford

Ex-Officio Members Present: Steve Lund, Al Crist, Luis Piñero, Alice Gustafson

Others Present: Mike Fay, Carl Hampton, Mary Czynszak-Lyne, Greg Bump

1. Agenda review
   • No Changes.

2. Meeting minutes from July 27, 2012
   • Approved minutes.

3. Project Update – Steve Lund
   • Provided update on project milestones, areas of alignment, process to resolve areas not aligned, fall campus engagement sessions and reviewed key milestones.
   • Provided update on steps for executive sponsors’ review, feedback and approval.
   • Planning campus information sessions. Feedback from session will be forwarded to stakeholder groups (ASEC, UC, LMAC, ASM).
   • Members provided feedback on campus information session, approval process and next steps.

UW System University Personnel System (UPS) Update – Al Crist
• Reviewed UPS Executive Summary Proposed Implementation Decisions Document. Document had slight adjustments based on feedback from Chancellors’ meeting on August 10.
• Provided update on proposed changes in policies, statutes, language to include and not include, areas requiring alignment and areas not requiring alignment.
• Reviewed summary of statutory language for 36.115(4) and 36.115(6).
• Provided update on Chapter 230, Board of Regent voting, chancellors’ and president’s authority.
• Committee members provided comments on process, presentation to Board of Regents, alignment, areas of differences, employee discipline and appeal process.
4. Advisory Committee members report
   o ASEC – Heather Daniels
     o Reviewed feedback from ASEC motions
     o Reviewed the process and overall concerns from the recommendations
     o Types of appointments: ASEC does not support the removal of current appointment
       types in favor of those proposed by the work team.
     o Elimination of salary caps: ASEC supports the removal of salary caps for all
       academic staff.
     o Layoff notice period: ASEC does not support a 30 day layoff notice period.
     o Number of levels in a title series: ASEC supports having a large number of levels in a
       title series (on the order of 5-7) to accommodate growth in duties and
       expertise/knowledge over the course of an employee’s career in a particular title.
       More levels within a title delays the time by which an employee will plateau within a
       position/title and, as a result, allows for more of a “career arc.”
   o CNCS – Debbie Weber
     o Reviewed survey results and key points of survey:
       ▪ Accept recommendation – okay as long as no one loses
       ▪ Question with most comments had 282
       ▪ 46% of the comments received indicated disappointment in having more than
         one category (e.g. Academic Staff and University Staff). Maintains a Us and
         Them, Peasant and Non-peasant and leaves the caste system in place
       ▪ Seniority was not as important are originally thought
       ▪ The day after Thanksgiving was not important. Comments received offered
         suggestions to switch with Martin Luther King holiday, give up vacation or
         holiday hours
       ▪ Concerns about compensation included favoritism with the fifth week payout
         had the 2nd most comments in the survey
       ▪ Survey comment suggested if vacation cash-out was ending to not cap amount
         of hours that could be banked to sabbatical. Job cuts already have departments
         short of staff, capping sabbatical and/or losing the fifth week payout is felt
         like a loss of pay
       ▪ No demographic information collected in the survey
       ▪ Survey responses indicated a neutral position on the recommendations. A
         lack of information to make informed decision was indicated in survey
         comments.
   o LMAC – Barb Peters
     o Support changes in language to maintain authority of SHICC
     o Feedback from organized labor groups part of Labor Management Advisory
       Committee:
       ▪ Against employee categories. Could disband the Science Union
       ▪ Grievance and appeal: like the way it was; current process doesn’t work;
- Support a traditional compensation model: everyone gets Cost of Living Adjustment in cents per hour based on classified staff
- Transition & Succession: Retain transfer back after failed
- Supports layoff by seniority. Viewed as cheaper to keep new employees because employees with high seniority are more expensive
- Recruitment & Assessment: keep current merit; proposed automated system won’t work for blue collar; access to computers and English as a second language is barrier
ASM & TAA – Kevin Walters
- Students are engaged in the project, understanding the implications
- TAA meeting on Monday August 13th will present concerns to project leader
- Concern is student tuition will increase and costs will be transferred to students with HR Design.
- Costs concerns are that HR Design will add administrative overhead and diminish student focus.

UC – Sue Babcock

Administrative Council – Barb McPherson
- Supports recommendations

FPM - Dorothy Steele
- No report

5. Miscellaneous
   • Report from UC on their reactions on HR Design recommendations.
   • Committee discussions

6. Adjourned