1. Meeting minutes approved for 7/10, 8/7 and 9/11 on a motion by Kelly, Dennis with a 2

2. Margo Lessard presented UWSA UPS position recruitment policies kicking off a wide ranging discussion. At a high level the new process can be framed as a more flexible “search and screen” process consistent with long standing academic institution practices and an effort to move UWSA away from inflexible state processes based in the civil service system. For example, there are no scored exams in the new UWSA process. The TAM (Talent Acquisition Module) is the on-line vehicle for applicants to upload resume’s and related application materials. Differences in reinstatement rights under old state rules and the new UPS were discussed. There was a lively back and forth about the roles and powers of search and screen committees relative to the roles and powers of administrators who extend offers of employment.

The committee offered suggestions for clarifying and consolidating language on the UWSA Talent Acquisition Policy and Procedures document.

3. Jamie O’Donnell and Dennis Rhodes presented the draft UWSA Veterans Employment Plan and shared some background on the Executive Order mandating state agencies to develop plans and UWSA’s participation on a statewide planning committee. Due to the nature of faculty and academic staff work and budget constraints the ability of the UW to hire a significant number of new veteran employees is limited.

4. The Position Description form was reviewed and several suggestions for clarifying the “position type” and “position of trust” sections were offered by the USC.

5. Margo Lessard discussed a potentially dramatic federal rule change around Fair Labor Standards Act (FLSA) rules that will require changes in how employees are classified as exempt (salaried and not subject to overtime payments) and non-exempt. In general, the feds are proposing that no employee making less than $50,440
annually or $970 weekly can be classified as exempt. In other words, employees below that salary level will need to be paid overtime for any work in excess of 40 hours. Systemwide, there are currently 4,577 employees currently classified as exempt that would be non-exempt under the FLSA rule set to go into effect January 1, 2016. Planning for this rule change presents significant fiscal and administrate challenges across the UW system.

6. Rose motioned to adjourn, Kelly with a 2nd.