University Staff Committee Meeting Minutes

January 7, 2016

Members Present: Scott Krause, Christine Greger, Dennis Rhodes, Kelly Campbell, Rose Stephenson, Bryan Peters

Guests Present: From HR, Margo Lessard

1. Meeting minutes approved for 10/9/15 on a motion by Christine, Rose with a 2nd.

2. Margo discussed that a new supervisors group (a supervisor is anyone who approves time) had formed and would be meeting regularly to discuss best practices and create a new performance assessment process. The new performance process will be complete by the summer. The supervisor group will also talk about:

   - Best practices in personnel management
   - UPS implementation
   - Performance Management
   - Federal FLSA and ACA issues: major FLSA changes are scheduled to be implemented in July. At that point no employee making less than $50,440 annually or $970 weekly can be classified as exempt.

The council went into some depth about problems endemic to the current evaluation system. The council pointed out that evaluation practices vary widely across supervisors. This inconsistency leads to different outcomes for similar employees. The use of numerical performance scales was also questioned in light of inconsistent application of standards by supervisors.

3. Kelly updated the council on the USC web pages. As of now content on the web pages is mostly duplicative of what exists on the UWSA HR web pages including bylaws, the committee's charge and a membership roster.

An election needs to be scheduled and when that it happens that will put all members on the same term schedule. Christine is in charge of the election process.

4. The status of UPS Policy List was reviewed and there were questions about the need for the council to review the policies. Margo commented that many of the polices have been reviewed already.

5. The meeting adjourned with items including UW Vision, Tenure, Job Title and Compensation review, and UWSA Strategic Planning tabled for future meetings.