Members Present: Rose Stephenson, Jeremy Johansi, Chandrakala Suresh, Gareth Green, Diane Waters, Jacob Dwyer, Dennis Rhodes

Ex Officio Members: Margo Lessard, Richard Thal

Introductions were made going around the room.

Margo introduced the meeting agenda.

**Agenda**

1. An overview – Personnel File and Reference Check Policies

2. Discuss the proposed drafts:
   
   - UPS Operational Policy: HR 13 Personnel Files (with proposed revisions)
   - UPS Operational Policy: TC 1 Recruitment Policies (with proposed revisions)
   - UWSA’s institutional recruitment policy and procedures (with proposed revisions)

3. Next Steps

Rich gave a PowerPoint presentation regarding the proposed policy changes. He gave some background on why these changes have been proposed. The changes were in response to some highly-publicized incidents where a UW employee had allegedly committed sexual harassment but was still hired at another higher-education organization. The Board of Regents subsequently undertook changes to policy to address the possibility of similar incidents happening in the future.

Rich noted that a workgroup made up of multiple UW institutions and multiple organizational areas met to develop these policy changes, and that UW-Madison agreed to develop its own policy since they are not covered by UPS.

There was a general discussion of the policy changes, and the mechanics of how they would work in actual practice.

The discussion filled the time allotted for the meeting, at which point the Council agreed to schedule a follow-up meeting to finish discussing the policy changes. A second meeting was scheduled for Monday, November 12th.