Minutes from 9/20/11 meeting were approved

Discussion with Dave Gessner
There are two types of FTE’s—
   o Payroll (everyone concurrence FTE) … (quarterly position reporting process)
   o Budget (“redbook” budget issue) Strictest limitations

IAS who are under 50% and grad students are not counted as FTE

Benefits occur at 2/3’s, which means the following:
   1.) For classified 58%
   2.) For Academic year employees 56%
   3.) For Annual 42%

Limiting factor—state plans on future pay plans

Contracting dates may be moved up this year. There is a time lag to get them in the HRS process

No-intent to renew contracts (NITR): Does this contract type help with budgeting or FTE?

Chosen because of flexibility, but handbook says they should be used as little as possible. Items to consider:
   • Are human resources served by NITR?
   • Dean + dept chair have to know how many positions and how to staff them
   • No notice period for NITR.

Donna says that HR will do the best they can for each employee in each instance.

NITR contracts may sometimes be appropriate (someone hired to replace a faculty/staff member in a leave of absence)

How do you acknowledge/fix the culture of “rehires” (ie: English IAS hired in the fall without any guarantees for spring)

Who makes the call about longer-term contracts?
- NITR is not counted toward “years of service” (a practice—not policy—established before by a now retired employee)

Should we bring legislation from this committee to University Senate addressing this current practice? There is no written rule, but there is the “practice.” We may ask the Chancellor to review and rescind the practice.

In the least, we will add this to the list of “Things that are broken” and give to Donna.

Add to semester goals:
- Relay to powers that be the “years of service practice”
- Donna needs: what’s broken” by the end of Oct. This means our campus must identify obstacles to best practices (ie: what’s your beef? . . . including Hays Hills, titling, cost of living, merit, limits put upon us by FTE COUNTS, etc.)
- Determine as a campus if well participate in a supplemental pay plan
- 3rd week in Oct Jennifer will plan a brown bag meeting for Academic Staff about promotions (deadline is Nov/ to supervise meetings)
- She will plan a performing evaluation meeting later in fall

Meeting adjourned at 2:00 pm

Respectfully submitted by Patti See