

Minutes of the University Senate Academic Staff Personnel Committee

Tuesday, March 3, 2020

VLL2102; 2:00 p.m.

Academic Staff Personnel Committee (ASPC)

Present: Case, Jasmine; Collins, Paula; Jamelske, Stephanie; Sedahl, Amanda; Snyder, Lori; Suralski, Andrew

Absent: Ernst, Craig

Guest: Hanson, Barb

Meeting minutes prepared by Paula Collins

Call to order: 2:02 p.m.

1) Approval of the minutes from February 18, 2020

Minutes amended to change members in attendance to reflect Barb Hanson as a *Guest*. Approved as amended.

2) UW-Eau Claire new performance management policies/SYS 1254

UW System Administrative Policy 1254 (formerly HR 5) *Performance Management* - This policy provides the performance management framework therefore, corresponding language in FASRP on Academic Staff-Review of Performance (beginning on page 84) needs to be updated to mirror current policies and practices with the new UW System administrative policy. Discussion concerning FASRP wording related to deadlines and interval/frequency of review.

UW System Administrative Policy 1278 (formerly TC 4) *UW System Pay Plan Distribution Framework for University Workforce* - This policy provides the pay plan distribution policy framework. Since the performance review and pay plan are directly connected, FASRP language should be updated to more concisely show the link between the two.

How to proceed with updates to FASRP - Discussion concerning proceeding now with small tweaks or postponing until the Title and Total Compensation (TTC) project is in place. This agenda item was tabled. Jasmine Case will gather more information and we will revisit in two weeks.

3) Announcements

Our next meeting will take place on March 17, 2020, which will be a joint meeting with the Faculty Personnel Committee on possible resolution about guidelines and process for UW administrator hiring practices. Location of meeting TBD.

Adjourn 2:39 p.m.