Members Present:
Susan Ayres, Jack Connell, Craig Ernst, Judy Gatlin, Tanya Kenney

Members Absent:
Anita Spahn

Guests:
David Miller

A regular meeting of the University Staff Council Executive Committee (USCEC) was called to order by Chair-Elect Ernst at 10:03 a.m. on Tuesday, November 1, 2016 in Old Library 1122.

1) Approval of the October 4, 2016 minutes of the University Staff Council Executive Committee minutes
   • Approved as distributed

2) Open Forum
   • Merit Committee update
     • Have met numerous times
     • There is not a draft yet but are working on a theory
     • 50% of employees receive some type of merit adjustment on flat fee
       • Not based on percentage of salary
     • Some campuses have done more than 50%
     • A morale issue will be created as some will get it and some will not
     • Some merit could be moved into compensation to help with that but this is still being talked about
     • The question is how do we come up with 50%
       • Looked at trying to get as much of the pool that’s set for merit and make it available for everyone besides the 102 accounts
         • About 20% of employees are not funded by 102
       • 50% would still be a sizable amount of money but still kept within a workable distribution frame without the legislature coming down on us
     • Equity Working Group
       • Report due by July 1
       • 1st meeting is next Tuesday

3) Chair’s Report
   • None

4) Unfinished Business
   • None

5) Performance Management Policy
   • Met with the Chancellor and he is supportive of it but had a couple of suggestions
     • On first page bottom paragraph: Changed to: at least once a year in advance of the institution guideline
       • It could just be at least once per year
• We just want to make sure that they are eligible for merit
  • Questioning if it would be academic year or calendar year or fiscal year
• Leave it as is until we hear back from the chancellor
• 4th bullet of 2nd page of section 4, the word should is replaced with shall
• Also the 3rd from the last bullet on page 2 was rewritten to be more clear
• The Chancellors Executive Team comments
  • They want the EDI stuff on each of the forms and asked about supervisor training
    • David Miller just got a first draft of a program for that
      • Training would happen 2 months before supervisors would be doing evaluations
    • Supervisors should be required
  • The previous policy submitted to the Chancellor will have to be rejected

6) EDI Resolution
• There may be nothing at this point that we can do with it
• May wait to see what the University Senate does with it
• We already have something in our bylaws

7) Announcements
• Election results will hopefully be distributed
• FLSA
  • Attendance was average
  • All supervisors were invited
  • Employees had a good turn out
    • Employees started meeting with Lori in HR on what this means for them
  • System is trying to get their system to work so we can get detailed information out to each person

Without objection, meeting adjourned at 10:42 a.m.

Submitted by,

Tanya Kenney
Secretary to the University Staff Council Executive Committee