SEAS Employee Council Meeting  
Wednesday, March 14\textsuperscript{th} 2012

**Present:** Natalie Edwards (CS), Dwight Dart (MAE), Kim Doerr (ChE), Bobbe Nixon (BME), Vanessa Pace (STS), Vicki Tucker (Dean), Yadi Weaver (ECE) Jayne Weber (SYS)

The meeting was called to order at 2:05 pm by Chairperson, Kim Doerr.

Natalie, Kim, and Jayne have been working with the Department Chairs committee representative, Bill Johnson, to propose a new Immediate Employee Recognition (IER) which will allow department chairs to give additional awards to their staff. These awards will follow the guidelines as outlined by the University Human Resource Dept. Department Chair has authority to award a onetime recognition for ex: if an employee works on the weekend due to a flood in the office. Jayne feels staff is being noticed and appreciated for changes in R & R to be evaluated. Natalie said chairs suggest “slush monies” to supplement the difference to the University Staff which would be up to $3000.00 combined between both awards tier 1 & 2.

The chairs wants the Employee Council to recommend/vote on how R&R will be distributed.

Committee endorsed 2\textsuperscript{nd} tier that SEAS take money that all departments have and throw into one pot and combined into one fund to be supplemented by Dean’s office and divide equally by % of staff in each department (employee council voted unanimously).

The committee also recommends that the Development office work to raise funds to supplement R & R money to staff (employee council voted unanimously)

The Council discussed the process for the Planned Employee Recognition program (PER). The next meeting will be devoted to evaluating the nominations. Employee council voted in favor to leave names/department on the R & R nomination form and not white out. Also 20 even $500.00 awards per department on R&R unless nominations exceed over then committee will revisit to make the appropriate changes.

Vicky Tucker said there have been several people that don’t want to be nominated for the R&R and who will keep track of this? Vicky also expressed concern about why the process of R&R take so long maybe for next year vote for council to get R&R out by April instead of June (recommendations approved by employee council). Natalie to add students to the R&R nominations category. The Nomination form has been standardized to make nominations easier and to hopefully increase the number of nominations.

Natalie and Jayne are meeting with HR to provide more information’s on “Staff Retreat Day”. They will bring a report to the next employee council meeting

SEAS employees can forward any questions or comments to their department rep.

The next SEC meeting is scheduled for 2:00pm April in the Rodman Room.

Submitted by: Yadi Weaver, (ECE)