

SEAS Employee Council Meeting Wednesday, October 15th, 2008

Present: David Durocher, Jennifer Mauller, Eric Newsome, Vanessa Pace, Pat Vance

Call to Order

Meeting called to order at 2:00 p.m.

HR Restructuring Issues

Council Members discussed the HR Restructuring meeting that was held on Monday, Oct. 13th at SEAS with Jim Traub, Project Manager for HR Restructuring. The ones attending the HR Restructuring meeting stated there wasn't enough time allotted to answer all questions.

Council members stated their concerns regarding the plans to change the leave benefit program. The proposed leave plan would combine the three leave types (annual, sick, and family/personal leave) into one leave pool. Some council members stated that they would like the sick leave separated from the leave pool.

The new compensation plan for University Staff would allow for salary adjustments by using market-based pay ranges instead of in-band pay adjustments. Career Development Plan would be able to reward employees with bonuses and/or raises based on increased knowledge and skills. Currently classified staff could get a salary adjustment with an in-band pay adjustment only if some part of their job was changed. There are still questions and concerns as to where the money would come from to fund the new compensation plan.

The performance evaluation process would use a 5 point rating scale for evaluating employees. Classified staff's rating will be converted to the State's 3-point performance evaluation system for reporting purposes. Council member stated concerns regarding the conversion methods from the 5 point rating scale to the 3 point rating scale for salary increases. Would there be pay cuts with the conversion?

Council Members would like to send out a survey to SEAS employees to get their feedback regarding their concerns for the HR Structuring Plan. Also, would like to get names of SEAS staff who are HR Peer Advisors.

Council Members discussed having some type of message board, maybe in Collab, where employee can submit their concerns and questions regarding HR Restructuring.

Council Members would like to invite Brad Sayler, Peer Advisor, and Iva Gillet, Provost Employee Communication Council Member, to the next SEAS Employee Council Meeting.

Evacuation Plans

Eric talked to George Cahen and the Evacuation Plans are forthcoming

Meeting adjourned at 3:05 p.m.

Next meeting is scheduled for **Wednesday, Nov.12th** at 2:00 p.m. in the Rodman Room.