

Staff Council Meeting Minutes

April 11, 2012 ARC 620

Full Council

Attendees: Janet Baker, Boroka Bo, Philip Bradley, Joe Branchaw, Dom DeVangel, Erin Foster, Larry Hill, Dana Kusjanovic, Greg Lundgren, Tatevik Madoyan, Vonda Maki, Kat McGovern, John McKee, Greg Roers, Randi Viola

Absent: Alex Acosta, Bradley Albus, Oma Bankston, Jennifer Davis, Edward Dlouhy, Sarah Douvres, Dana Drummond, Aljoana Gilmore, Susi Haveman, Lauren Miremont, Tanya Patzer, Dennis Russell, Lori Jackson

Call to order / roll call: 12:15 Quorum present

Treasurer Report

- Sent to SC earlier in the week. No questions/concerns at meeting.

Human Resource Report

- Timmons- Classified evaluations due May 1st. Has Sittercity posters available. 450 employees enrolled in Sittercity to date.

Vice Chair Presents

Speakers - Kristin Epley and Kyle Baker – Campus Sustainability Office

- Information given on sustainable consulting, green office program, campus conceptual plan for carbon neutrality, defined federally responsible purchasing and the printer initiative regarding printers, ink, toner and paper.

Action Items

- Roers presents BCSC 1302, second draft of HR support resolution.
- Gloria Timmons, HR is present for questions after SC private discussion communication and questions.
- Q - What is the impact of the higher-ed flexibility bill followed by the next step; the impact when auxiliary departments are removed from the classified system and the time line on these.
- A – Timmons -The impact on HR Employment Services has been the change in exemption statute. ES has used their current resources by a temporary slight adjustment in duty combining groups to include recruitment and selection and the position management group. In the future when the auxiliary positions are implemented, a probable spike will be seen again. Expectations are that current HRES staffing can manage the demand with the temporary restructuring that has been put in place.
- A system wide working group is developing a job title system to accommodate the increasing number of job titles associated with the increase of exempt staff. Tied to the development of titles will also be a compensation structure. A compensation analysis is done for each OPE position for determining a salary range.
- Regarding performance management, HR is in process of reviewing additional modules tied to the People Admin System (Jobs at CU) to provide future on-line performance management.
- Q – Is this resolution requesting additional HR support necessary?
- A – Timmons - There are many areas of ES; affirmative action, organizational/employee development, organizational culture assessments, leadership programs that are under staffed or no staff available. Several HRES requests have not been provided at the level HR would like, due to lack of resources. Requests have been submitted for some of this funding, no response yet.
- Q – Does HR have an available process for monitoring evaluations where certain AO's don't believe in scoring employees into higher categories of evaluation ratings?

- This resolution also represents the request for monitoring or providing adequate uniform training for AO's in completing accurate evaluations.
- A – Timmons – HR feels it important to step in when things are brought to their attention, challenges in performing interaction in a comprehensive manner. This particular question is not in Timmons area but explains information received through exit survey data or employee engagement feedback that triggers involvement will be looked into.
- Further discussion within SC. Concerns will be taken to next PBRL. A count of hands is taken for opinion to move forward with resolution. Strong suggestion to include in the resolution a phrase indicating SC is not advocating for the HR department but for the good of overall UCB staff. Edits will be done to the resolution and sent to screps for electronic vote.

New Business:

- Viola asks if members have issues she could take to UCSC at next week's meeting, send her email.
- Patrick Hogan – Valic – Micro website access from PBS to 403 plan does not look like it will be available.

Adjournment: Viola motions, McGovern seconds motions to adjourn 2:00 p.m.

Respectfully Submitted,
Lori Jackson
UCB Staff Council Administrator