Minutes
Academic Staff Executive Committee
10:00 a.m. to 1:00 p.m.
Wednesday, April 25, 2012
69 Bascom Hall

Members Present: Daña Alder (Vice-Chair), Heather Daniels (Chair), Denny Hackel, Nik Hawkins, Jim Maynard, Heather Mc Fadden, Robert Newsom, Jeff Shokler

Absent: Marwa Bassiouni

Call to Order/Agenda Review
The meeting was called to order by the Chair, Heather Daniels, at 10:00 a.m.

BUSINESS

HR Design Review

• ASEC reviewed a draft of the introduction to the ASEC response letter.

• Competencies
  o ASEC discussed a draft of the ASEC response.
  o ASEC discussed the choice of words used in the recommendation.

• Employee Categories
  o ASEC discussed a draft of the ASEC response.
  o There was discussion about the ramifications for academic staff governance and collective bargaining.

• Benefits
  o ASEC discussed a draft of the ASEC response.
  o ASEC discussed the amount of leave hours for new staff, leave reporting changes, and benefits as a useful recruitment tool.

• Diverse Workforce
  o ASEC discussed a draft of the ASEC response.

• Compensation
  o ASEC discussed a draft of the ASEC response.
There was a recommendation for an oversight board to guide the HR Office through new changes and administering the proposals.

ASEC pointed out what the university market is, and the differences with private sector employment.

ASEC indicated the need for establishing a basement to at least provide adequate living wage for all workers despite market value.

- Recruitment and Assessments
  - ASEC discussed a draft of the ASEC response.
  - ASEC discussed internal recruitment processes, addressing diversity in hiring, and whether assessment was addressed.

- ASEC decided to have the introduction and competencies section sent to the competencies workgroup by Friday morning.

ADJOURN

Meeting Adjourned at 1:00 p.m.
Minutes submitted by Jake Connell, Office of the Secretary of the Academic Staff