

I. Welcome

II. Roll Call

**Members Present:** Jennifer Elhard, Forrest Kuiper, Heather Leavengood, Carol Shafford, Kayt Sunwood, Dawn Dearing, Mary Sue Dates, Brad Havel

**Excused Absence:** Pips Veazey, Deb Hao, Juella Sparks, Amy Bristor, Robert Mackey

**Not present:** Martin Klein

III. Approval of 11.09.10 Agenda

- a. Approved with corrections as follows: Excused Absence: Mary Sue Dates and Brad Havel are from previous meeting and were to be deleted.
- b. Goals for 2011? Should read Goals for 2011?

IV. Old Business

Requested any comments or suggestions for draft motions. If no comments or feedback will be presented to administrative committee on next meeting (December 1<sup>st</sup>). If no other feedback from administrative committee will go before next staff council meeting in December.

- a. Copyright policy (review motion draft)

Corrections to be made:

1. Remove extra and in third bullet for OIT copyright.
2. Remove extra space within “and ;”

Possibly shift the OIT copyright policy from motion to resolution instead.

Shift of policy to OIT to be posted and available online. Possibly request OIT representative(s) (Karl or someone from network security) come to Staff Council to explain policy and procedures from their side.

- b. Soft closure (review motion draft and address concerns)

**Soft closure**

Table this for now, although don't let this fall off the Staff Affairs for future meetings.

d. Non-retention

Non-retention was being abused and not used in the spirit of the original intent. (Non-retention is cheaper than for-cause where there is a lot of ability for the employee to contest the termination.) Taylor case judgment will stand and judge will not rule in university favor during appeal. University will now have to do for-cause, although at this time non-retentions are still happening at this time. People were also being black-listed during non-retention process. (Supervisor personnel files may not match information which is on hand in HR.)

Employees that are non-retained have no recourse during the non-retention process.

What are the latest numbers on non-retention through October? Nichole to ask Maria and Beth Baner to provide updated information. Request monthly information on non-retentions from the beginning of the year or over a time period.

Question also came up about people who have been laid off getting priority placement elsewhere in UA system during position opening. Laid off personnel should have a contact within HR who is their point of contact to facilitate this process. (Process was not fully in place until Staff Council brought it to light that it was not being performed.)

Lost quorum again at 10:10am. (member left again.)

e. Union status

- c. How do we measure the results and how it's put in? (not sure what this really means)
- d. How would you measure the effectiveness and value of leadership?
- e. The governance process is a shared process and one that needs to engage the institution and all of you. How do we measure the value of it?