

*Draft*

**AAC Meeting Notes**  
March 19<sup>th</sup>, 2009 10:00am

**In Attendance:** Frances Katsuura (chaired), Chuck Stoup, Steve Owen, Veronica Padilla, Vicki Lucas, Alex Mastrangeli, Laurie Holland, Claudia Lopez, Roia Ferrazares, Nilima Bhatia, Stacey Shulman

**1. Divisional Reports:**

**Social Sciences (F.K.)** – The Social Sciences managers attended the DHRM meeting on the topic of Career Compass. Managers expressed concerns about the prospect of clustering administrative services.

**Biological Sciences (S.O.)** – Did not meet

**Arts & Humanities (L.H.)** – Marcia Johnson visited the managers meeting to discuss Glacier. Arts & Humanities faculty are still encountering problems with the Glacier system due to language barriers of foreign visitors.

**Physical & Mathematical Sciences (C.L.)** – Discussed approaches to budget proposals. Discussed backup charges. Claudia Lopez studied bills from past months and found irregularities. The problem may be due to which server her Department's backup file is kept (one vs. two vs. eight)

**2. Misc. Announcements and Discussions**

START – so far salary savings are staying within the department. See <http://hrweb.berkeley.edu/scro.htm> for more information. The 5% START participation is “automatically approved”, but managers/supervisors still need to approve the work schedule, complete and sign the START contract and send it to Nelcy Dwight so that it can be entered into HRMS.

Voluntary Separations – this plan is still not approved by OP and Regents. Even if **approved** it wouldn't be put in to effect until next fiscal year most likely. If approved, the package would be normal severance pay (1 wk/yr for a max of 6 weeks for PPSM employees, 1 month/yr to a max of 6 months for MSP), but departments would have to wait 18 months to fill the position in order to recoup the costs. It is the Manager's prerogative to approve/not approve a voluntary separation request based upon operational needs.

New Network Services overhead charges – This charge estimated at \$45 per person is still being debated. Networks need to be fully funded but the how, when and who have yet to be answered.

S.O.: Tom Holub said the proposal would include Post Docs, GSRs, GSIs and that the headcount would be by FTE, so eliminating nodes would not reduce the IP charges.

C.S.: The argument is that the charges are planned to be implemented uniformly so as to allow them to be included as indirect costs. Internet usage cannot be tied to specific research, such as for federal grants.

Faculty & Staff Furlough – This would essentially be a pay cut, but support for this idea at OP is still thin.

V.L.: Staff can be assured by clear, straightforward information at relatively frequent meetings with the Chair attending.

Arizona State and University of Arizona is cutting 20% of their faculty, chairs and staff. Moorehouse is closing departments.

Career Compass – (N.B.) New titles with effective date 5/1. System will be down 4/9-4/16. Future dated transactions for PPSM covered staff must be deleted because they will not transfer. Notification letters will be generated the first week of April and Department Managers or supervisors will be notified to pick up their staff letters or they can be sent through campus mail by the Deans' Office. Two copies will be provided – one for staff, one for manager). There are 12 different letter templates depending upon the situation, different letters

will be issued notifying employees about the review of their position. 70% of the titles were approved as submitted. Some jobs were not placed and will need to be resubmitted. Reconsideration begins July 1<sup>st</sup>. Instructions in Job Builder became clearer over time so some early transmissions were incomplete. Across the campus, 200 employees fall below the minimum in their new salary range, but no central campus money can be provided to bring those employees up to new range minimum at the current time. If department has funding they can make the adjustments, otherwise they will be given priority for equity adjustments once funding becomes available.

Staff moving from PSS to MSP will need their leave codes changed manually. Staff moving from non-exempt to exempt will have 6 months to use any accrued comp time, and will not be allowed to accrue comp time further after 5/1/09.

L.H.: Staff feel the decisions on new titles are arbitrary.

S.O.: Staff seem okay with the process

N.B.: It could take 12-18 months for the jobs to level off after reconsiderations. If anyone is laid off before July 1, old titles apply. Preferential rehire rights to positions will be set at the mid point of the new salary ranges.

H.W.: No budget news. EVCP is holding budget hearings now.

S.S.: There is no discussion about renegotiating lecturer contracts.

The next scheduled AAC meeting will conflict with the ABOG meeting. The AAC meeting will be moved to the following week (April 23<sup>rd</sup>).

Rf.