

OA Council Meeting: December 10, 2001

Chaired by:

Present: ~~Laura Blake Jones~~, Rachele Raia, Magid Shirzadegan, Fred Tepfer, Donna Winitzky, Mick Westrick, John Crosiar (guest), Shirien Chappell (guest)

Minutes by: Donna

Housekeeping:

- Agreed that council members (except chair) will rotate taking minutes. Backwards rotation.
 - Winitzky
 - Westrick
 - Shirzadegan
 - Raia
 - Blake Jones.
- Agreed that the minutes from each meeting will include the name of the person responsible for taking minutes of next meeting.

Agenda

We continued our discussion of Human Resources issues regarding OAs. Issues/suggestions for further exploration and discussion were:

- Funding for professional development
- Compensation - not a step system, but provisions to ensure fairness
- 9 month vs. 12 month OAs issues - Fred to check with HR to see how many 9 month OAs we have on campus
- Incentives for growth and professionalism
- Consider major performance review (every 5 years); consider rewarding a fully satisfactory review with a salary increase and with a longer contract. How do long term OAs already in the system fit into this scenario?
- Explore establishing an appeal/review process for OAs who had received timely notice

Fred suggested dropping the word "association" from the OAAC name and making us the Officers of Administration Council. All agreed. He will review by-laws to see what we need to do to officially change the name of the Council.

We agreed to review the handout from Linda King and to suggest FAQ's.

Our next meeting will be January 8, 2002 at 1:00 in the Umpqua Room. Linda King will join us at 1:15 Mick will take the minutes.