

## OA Council Minutes (Approved)

February 14, 2012 9:30 am – 11:00 am

Friendly 109

Members		Lead Assignment/Title			Present	
Miriam Bolton		Chair			X	
Patricia Easley		Training Liaison			X	
David Espinoza		OA Forums			X	
Linda Leon		Senate Liaison			X	
Deb Mailander		Communications			X	
Colleen McKillip		Vice Chair			X	
Lisa Raleigh		OA Forums			X	
Stacy Williams Wright		Web			X	
Guests						
Bob Berdahl		Interim President				
Mary Beth Allen		Assoc Director, OA Employment				
Patrick Chinn		Special Projects Coordinator, Information Services				
<a href="#">Item 1</a>	<a href="#">Items 2 and 3</a>	<a href="#">Item 4</a>	<a href="#">Item 5</a>	<a href="#">Item 6</a>	<a href="#">Item 7</a>	<a href="#">Standing Agenda</a>
Bob Berdahl, Interim President	OA Performance Evaluations and Update on OA Policies	Update on OA Forums	Info Share/Debrief from Senate meeting & OAC meeting w/Search Firm	2012 Elections	Reports from subcommittees	Approval of minutes

Topic	Discussion	Decision	Assignment
<b>Approve January Meeting Minutes</b>	Minutes were approved.	<b>Approved</b>	<b>All</b>
<b>Bob Berdahl, UO Interim President</b>	President Berdahl discussed his active role in presidential search (more active than a president would otherwise be, because of his interim status and AAU connections) and ongoing commitment to Richard Lariviere's vision for independent governance. Important for new president to be on board by Sept., well in advance of state legislature convening in Jan. 2013, in order to lead the effort to pass legislation pertaining to independent boards. Update on current short-session legislature: House bill has created a study group re: how to		

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	<p>create independent boards and what dimensions of authority will be. Will start in April; August deadline for findings. Passed out of committee by 7-1, now in Ways and Means. President Berdahl will be involved in hands-on work with this group. Other bill (Senate?), will define relationship between independent boards and OEIB.</p>		
<p><b>OA Performance Evaluations and Update on OA Policies</b></p>	<p>1. Discussed with Mary Beth Allen concerns about inconsistencies on campus re: conducting and reporting OA performance evaluations. Mary Beth stated that supervisors report the completion of performance evaluations through a tracking system that was implemented in part through discussions with the OA Council last year. The OA Council expressed concern about the “honor system” nature of the tracking system, in response to Mary Beth's report that the use of the new system is low (estimated 20% of OA performance evaluations reported). Currently HR does not systematically follow up with supervisors to remind and ensure that evaluations are completed and reported. Nor is there a centralized location where OA performance evaluations are kept, in contrast to classified and faculty evaluations. HR keeps official personnel files for classified employees; UPS keeps official personnel files for faculty. In contrast, OA personnel files are not kept centrally or consistently; the only records kept centrally for OAs are those HR maintains regarding benefits. OA Council recommended that Mary Beth consider where OA personnel files should be kept centrally (UPS versus HR) and report back to OAC regarding how this might be accomplished. In addition: Mary Beth provided an update on progress regarding advanced sick leave policy: policy revision drafted, distributed at this meeting for comment. Policy committee has not yet reviewed these revisions; next step will be to go to full leadership, but in holding pattern because of changes at the top, therefore proceeding cautiously. OAC recommendation: don't wait for leadership changes.</p>	<p><b>Look into plans to ensure more compliance with OA evaluations and the possibility of central personnel files. Will provide an update at next meeting, possibly a draft of a work plan/proposal.</b></p> <p><b>Mary Beth will provide at next meeting an update on progress with advance sick leave policy.</b></p>	<p><b>Mary Beth</b></p>
<p><b>OA Forums</b></p>	<p>Next Forum: Wed. Feb. 15. Matthew Knight Arena, 100 RSVPs</p> <p>David and Lisa will be meeting with Paul Shang to discuss Student Affairs Forum</p> <p>Patricia has provided an agenda to David and Lisa regarding a PDX</p>	<p><b>1. Move ahead with scheduling Student Affairs OA Forum</b></p> <p><b>2. Prepare to discuss PDX</b></p>	<p><b>1. David and Lisa</b></p> <p><b>2. Patricia and Lisa</b></p>

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	<p>Forum; discussed scheduling this for spring break -- possibly towards the end of the week.</p> <p>Either way, need to reschedule OAC meeting on March 27th or have it w/out Miriam</p>	<p><b>Forum at next meeting</b></p>	
<p><b>Info Share/Debrief from Senate meeting &amp; OAC meeting w/Search Firm</b></p>	<p>Lisa: OA Senate meeting re: presidential search not well attended. Main highlight--update on legislation from Bob Berdahl (see above)</p> <p>Patricia: Search firm meetings in PDX, basic takeaway: desired characteristics were embodied by Richard Lariviere</p>		
<p><b>Planning for 2012</b></p>		<p><b>CARRIED FORWARD TO NEXT MTG</b></p>	
<p><b>Report from Subcommittees</b></p>		<p><b>CARRIED FORWARD TO NEXT MTG</b></p>	
<p><b>Next Meetings</b></p>	<p>OAC meeting with Jamie Moffitt originally scheduled for today, rescheduled to February 22nd OAC Work Session, February 28</p>		

Recorder: Lisa Raleigh