

California Polytechnic State University
ASI PERSONNEL COMMITTEE
Meeting #07-05, Monday, March 5, 2007
3 p.m. – UU 219

MINUTES

Voting Members Present

Jared Samarin	Chair of the Board - Chair
Todd Maki	ASI President
Brandon Souza	Chair, UUAB
Brad Hulbert	Board of Directors Representative

Voting Members Absent

Adam Buttgenbach	Vice Chair of the Board – Vice Chair
Tony Guntermann	Board of Directors Representative
Carl Payne	UUAB Vice Chair
Jillian Smillie	Board of Directors Representative

Non-Voting Members Present

Carol Brizendine	Human Resources Coordinator
Rick Johnson	Executive Director
Alex Palacio	Human Resources Student Manager

Non-Voting Members Absent

Joan Lund	University Representative
Melissa Robbins	Chief of Staff

Guests

Dwayne Brummett	Director of Business Services
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The chair called the meeting to order at 3:12 p.m.

I. Approval of Minutes

Approval of the minutes by unanimous consent.

II. Chair's Report – Jared Samarin

No report.

III. Vice Chair's Report – Adam Buttgenbach

No report.

IV. Executive Director's Report – Rick Johnson

Staff Updates:

Carol reported that the search for the teacher position is wrapping up and an offer should be extended this week.

Gina Murtha returned from leave effective today. She will be telecommuting this week and will be returning to the office full time effective March 12.

Rick spoke about the Predictive Index which is a tool ASI uses in staff selection. He suggested a discussion of this process at the next meeting and asked that the Personnel Committee members who haven't participated in the process be given the index prior to the first meeting next quarter at which time the process will be explained. Rick is considering

having ASI staff trained to use the index on a broader scope as Jeff Crocker, our consultant, has received a promotion and is no longer as available to us as he was.

V. Discussion Items

A. Review of Officer Evaluation Process:

Rick explained the documents from HR regarding the Officer Evaluation process. The officers receive their first, limited evaluation from their peers in October. They also perform a self evaluation. In Winter Quarter the process is repeated with a larger number of respondents. Rick meets with the officers to give them the results. The first evaluation gives the officers a snapshot of how they are doing. The second evaluation gives them a broader view over a longer time period. The process was changed to add the first evaluation as the Winter Quarter evaluation was too late in the academic year to make much of an impact.

There is no connection between this process and officer compensation which is set by policy that is determined by the Personnel Committee and approved by the Board. Currently, the ASI President receives 100% of the cost of education. This is done because being the president is a full-time job and because the position of president should not be limited to those who do not have to work. The other officers receive 75% of the cost of education, the Vice Chair of the Board receives 25% and the Vice Chair of UUAB receives 15%.

The officers gave their input into the evaluation process:

Todd Maki stated that the process was beneficial. It gives honest, anonymous feedback.

Brandon Souza stated that the process is great – a bit time consuming, but important.

VI. Business Items

None

VII. Agenda

Discussion Item: Predictive Index.

VIII. Announcements

IX. Adjournment

The meeting was adjourned to training at 3:30 p.m.