



AS Management Council

Monday, January 29th, 2018

4:00pm

VU 462B

Members: ***Present:*** Alex LaVallee (AS VP for Business and Operations, Chair); Alex Martinez (AS Personnel Director); Erasmus Baxter (AS Review Editor); Maxwell Nelson (AS Assessment Coordinator); Victoria Matey (AS Ethnic Student Center Internal Coordinator); Leti Romo (Coordinator for Equity and Identity Resource Center); Claire Bickford (AS Outdoor Center Equipment Shop Coordinator); Bryndis Crider (AS Club Training and Development Facilitator).

Absent: Steven Wright (AS KUGS Program Director); Katie Winkelman (AS Environmental & Sustainability Programs Director); Hannah Spencer (AS Representation & Engagement Programs Director); Jose Rios-Sanchez (AS Business Director); Mohammad Ebrahimi (AS Communications Director); Makenna Schumacher (AS Productions Director); Micah Smith (AS Publicity Center Account Executive);.

Advisor: Casey Hayden (Student Activities Coordinator)

Secretary: Chrissa Browder-Long (Board Assistant for Internal Committees)

Guests:

Motions:

Alex LaVallee called the meeting to order at 4:06pm.

I. APPROVAL OF MINUTES

II. DISCUSSION ITEMS

A. Hourly to Salary

Alex LaVallee stated that most AS employees are becoming hourly employees effective February 1st. Alex Martinez sent out a survey asking about the change and how people feel about continuing in the position the next year. Martinez stated that most people do not like the change to hourly and would want to stay in their position without going through the hiring process again. LaVallee asked if anyone had any thoughts on the change. Victoria Matey stated that folks in the Ethnic Student Center don't like the change. Matey stated that she sees both sides because it does hold people accountable for the work they are doing. Since the ESC has been a wreck for the last two years, there are times when people don't show up but on the other hand, there are other folks that work more than 19 hours per week. Matey stated that she has two jobs on campus, for her other job she works 9.5 hours per week but she can't only work 10 hours in the ESC. She can see both sides but there isn't a way for her to get the work done in only 10 hours. For this reason, Matey will be getting paid much less but her other job pays \$ 18/hour, so she isn't going to let go of her other job. Claire Bickford stated that in terms of the jobs rolling over, she thinks that it would be very restrictive to allow people to remain in their position without reapplying and it would be unfair to not let other people have that opportunity. Everyone would have the opportunity to go through the hiring process again but there might be someone who is better equipped for the position. LaVallee stated that he will send a reminder for everyone to check in with folks in their offices. Casey Hayden stated that this conversation came up a few years ago and Management Council is a good place to look to for guidance when making these kinds of decisions. Max Nelson stated that he is the representative to Personnel Committee and is leaning towards Bickford's side in terms of rehiring because it opens the AS up to more of the student body. He added that the AS can be

quite exclusive at times. Erasmus Baxter stated that he doesn't have a strong opinion either way. He stated that he is pretty much working 19 hours per week and added that his job doesn't have a lot of in-office work, so the timesheets will be more difficult to log because he does a lot of work outside of the office. He added that he will most likely have to work unpaid hours. He stated that one of their writers (who are hourly) ended up working 38 hours in one pay period because of the Naomi Grossman event. Baxter stated that it is nice having the directors as salaried because when something big happens, they can put in the extra hours. Baxter stated that the AS Review are dealing with the same thing and have been able to manage with only the Editor in Chief and the Managing Editor as salaried. On returning, Baxter stated that ³4 of the writers carried over that has been great but last year there was a writer who returned but didn't really do their job well. Bryndis Crider stated that she is graduating and has always been hourly. She stated that some of her coworkers have discussed job security and have been worried that they won't be able to continue in their job. LaVallee stated that each department can decide whether they want their hourly employees to apply again or not. Leti Romo stated that when people say they don't like the change, she doesn't know if it is just a hesitancy to change or if they really don't like the change. The change raises anxiety but she isn't sure if it is a bad change or just a hesitancy to change. Romo stated that in terms of rehiring, she thought that everyone should have to reapply in case there is someone better for the position. Martinez stated that the Personnel Office is fine with the change.

B. AS Structural Review Committee

LaVallee stated that they are having their first meeting this Friday and they approved the sub-committees. LaVallee stated that he will be setting up a meeting for the Program Board Ideation Committee soon. He stated that he will email all of Management Council to see if anyone would want to be a part of a committee. LaVallee asked for everyone to share with their offices and see if anyone has any thoughts on the topics being discussed.

C. Budgets

LaVallee asked if people have talked to people in their offices about budgets. The budgets proposals for next year's budget are due February 15th. LaVallee stated that they are encouraging people to not ask for increases in the budgets because they are still riding out a deficit. LaVallee explained that the budget process: each office will create a budget proposal with the Budget Authority then the proposal goes to Business Committee and Budget Committee who will either approve it or not, then it will be sent to the Board. Nelson stated that Bickford is interested in getting the checkout/purchasing system refurbished in the Outdoor Center. Nelson wondered if it would be on the budget proposal or not since it is just a onetime purchase. LaVallee stated that after the assessment, that would come through Management Council then to the Board to make those changes. So that purchase would not be included in the budget proposal. LaVallee added that Bickford could try to get funding for the new software by talking to Jeremy McAllister who is in charge of a fund that could provide funding for the software. LaVallee suggested that everyone check in with their offices to make sure someone working on the budget proposals.

D. Lawnstock Idea

LaVallee stated that he and Makenna Schumacher were discussing an idea for Lawnstock. Schumacher and Jenn Cook talked to Julia Rutledge and LaVallee about changing it to be a whole AS wide end of year event. The event would include what it is now but change the planning to be in a committee where every programming office could be included. Having a committee would ensure that there is more collaboration with the whole AS. All offices could have something at the event. For funding, they would be taking a portion of Pop Coordinator's

budget (\$10,000) and \$20,000 from the Large Event Opportunity Fund. LaVallee stated that the Pop Coordinator usually requests about \$20,000 from that fund anyway. Matey stated that most of the ESC events are in the spring, so she does not know if adding another committee would be the best idea. She stated that they would like to provide input but she does not know who that work would fall on. LaVallee stated that it seems that specifically in the ESC there is not enough time with the hourly change to get all the work done. Some might say that there should be less events and that could come through making changes to job descriptions. Hayden asked what kind of feedback Cook and Schumacher wanted from Management Council. LaVallee stated that the idea isn't very developed, so they just wanted LaVallee to give a brief overview of the possibility. LaVallee stated that if more of the programming offices were here, they would have more to say about this idea. He added that this would be on the agenda for the next meeting. Bickford stated that it would be good to know how the collaboration would occur and understanding how other offices would be involved. Hayden stated that he isn't for or against the idea but it would be a significant change. Matey stated that she thought students would be excited to be part of the committee but thought it would be good to bring in folks that aren't in coordinating positions already. Matey added that knowing how much the Pop Coordinator worked last year to put on Lawnstock, there definitely needs to be more support.

III. INFORMATION ITEMS

IV. ACTION ITEMS

V. ADJOURN

LaVallee adjourned the meeting at 4:54pm.