President’s Staff Advisory Council
Meeting Minutes

July 22, 2014
12:00 – 14:00
222 Richmond Street
Room 280, Alpert Medical School

Present: Suzanna Alden, Elias Baalbaki, Joseph Browne, Emily Bruce, Tracey Cronin, Karen Davis, Kim Departie, Ashley Dufour, Christopher Gilbody, Carolyn Gridelli, Norma Hardy, Janice Hebert, Jessica Hodgdon, Leah Lebel, Arisa Lohmeier, Lisa Nobel, Wendy McRae-Owoeye, Gary Martins, Marcy Melanson, Meggie Patton, Anne Marie Ponte, Diana Richardson, Kimberly Roskiewicz, Sarah Sceery, Celeste Thompson-Roach Matthew Tsimikas

Absent: Jennifer Lane

Minutes: Kate Sembor

Agenda

- Approval of Minutes
- Advisors Report
- Chairs Report
- Subcommittee Chair’s Report
- Ad-hoc Committee Chairs’ Report
- Scheduled Items
- Announcements

- The meeting included a presentation and brainstorming session by Toni Tinberg from Human Resources. The session allowed the council to share their thoughts and ask questions regarding the Performance Management Process at Brown.
- The Performance Management Process changes regularly at Brown in order to provide the best system for staff and managers to effectively evaluate their performance.
- Three questions were considered for the brainstorming session, including:
  - What aspects of Brown’s Current performance management process do you like the most?
  - What aspects do you like the least?
• What changes or improvements would you like to see?
  - The university’s decision to outsource mail operations and issues concerning mail services employees were further discussed as a continuation from the last council meeting.
  - Staff expressed concern over the timing of the layoffs (e.g. the layoffs occurred while students were home and also around the same time as pay increases were given), and the subsequent monitoring of job duties by the outside mail resources team recently hired.
  - The University did give those affected by these layoffs severance packages as well as the option to apply for other positions at Brown. The HR department is committed to assisting any of those affected with job placement.

Announcements:

*Action Items*

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