I. The meeting was called to order by President Tom Brock.

**Members Present:** Tom Brock, John DuVall, Carla Eckels, Sally Fiscus, Michele Harris, Charlotte Howard, John Rankin, Delinda Royse, Kim Sandlin, Mike Wood and Marilyn Yourdon

**Members Absent:** Connie Dietz, Klent Harkness, Cheryl Miller Janet Harrah, Chris Lamb, Sabrina Perez-Glatt,

**Ex Officio Present:** Ted Ayres and Mike Turner

II. Ted Ayres, Vice President and General Counsel for WSU distributed and discussed the Policy on Compensation in Excess of Full-Time Salary which is planned to be implemented into the Policy and Procedures Manual. Mr. Ayres stated that this policy is meant to provide structure for the administration of additional funds to employees. Last year WSU spent two million dollars in additional compensation and must be held accountable for this spending. Request for additional compensation will be handled the same, but forms should be processed prior to versus after the fact. Employees should only be paid for work that is above and beyond their position descriptions. Mr. Ayres asked President Brock to provide feedback to him via e-mail regarding any concerns the UPS might have regarding this policy.

The following items were identified as comments/concerns from the UPS regarding the Policy on Compensation in Excess of Full-Time Salary.

- WSU may have spent two million dollars last year in additional compensation, but what did we gain? What is on the other side of the ledger?
- Perhaps this new policy is just a formal way of being able to say “No” to an employee for additional compensation.
- The biggest concern is how the Vice Presidents will interpret this policy – interpretation is the key.
- Does this policy affect only full-time employees?

Mike Madecky, Activities Director served as the committee chair for this year’s Presidents Distinguished Service Awards. Mr. Madecky provided the UPS with a list of suggestions for fine tuning the process for selecting the winners. Suggestions included adding criteria to the nomination process, clarifying judging criteria, and formalizing the judging process. John DuVall made a motion that President Brock appoint a committee to reorganize the process, motion was seconded by Michele Harris and approved. This committee will be chaired by Delinda Royse. Kim Sandlin, Carla Eckels and Mike Madecky volunteered to serve on the committee.

III. President Brock asked for approval of the Minutes from 4/4/07. Delinda Royse made a motion to approve the minutes; motion was seconded by Charlotte Howard and was approved as submitted.
IV. President’s Report

Constituent Heads Meeting took place on 4/16/07, the following was discussed:

Legislative
- House and Senate trying to come up with Deferred Maintenance plan
- Anticipate that Universities will be asked to come up with a plan
- Legislative Committees return to work this week
- Full legislature back in session next week

Pay Plan Supplemental
- This FY Regents were shorted about $800K to full implement the pay plan
- That money has now been restored to this year’s budget and added to the base going forward

Pay Plan FY ‘08
- The bonus, both classified and UP is not part of the base.
- The monies used this year to support the bonus will be used to support the Hay study in coming years.

COBO
- Still waiting for salary fund allocations to determine tuition for coming year
- WSU (Marilyn Yourdon) will serve on the Student Health Council for ‘08

V. Committee Reports
- Professional Development – Charlotte Howard reported that the seminar on “How to Hire Unclassified Professionals” by Dr. Snyder has been scheduled for May 1 from 2-3 pm in 215/216 RSC. This seminar is limited to the first 25 people to enroll. Still working on scheduling the Computer Security seminar with Dr. Pendse.

VI. New/Continuing Business
- Spring General Session – May 11, 2007 at 8:30 am in the RSC Ballroom. President Beggs, Dr. Miller, Mr. Lowe and Dr. Kopita have agreed to give 5-7 minute presentations.
- Delinda Royse who will serve as the President of Unclassified Professional Senate next year will form a committee to discuss our name.
- The last meeting of the UPS will take place on Wednesday, May 2 in room 215/217 RSC.

Meeting adjourned.

Minutes submitted by Sally Fiscus.