REPORT TO FACULTY SENATE

FROM: Linda Breci, APAC http://apac.arizona.edu/

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ACCOMPLISHMENTS:

APAC members served on an advisory committee for the Human Resources’ Compensation Study. The findings of the study, as summarized in a 2/19/16 memo from Allison Vaillancourt to the UA campus:

- Varied approaches by departments across campus to select titles and define roles and responsibilities have resulted in similar work described with a variety of titles and similar titles used to describe significantly different roles and responsibilities.
- Approximately 20% of Appointed Professional and Classified Staff job descriptions overlap.
- Only 8% of the University’s Appointed Professional positions could be matched to available salary data.
- Many Appointed Professionals may be affected by a possible increase in the salary threshold under the Fair Labor Standards Act, rendering many AP eligible for overtime pay.

Focus groups of Appointed Professionals will be held to gather input from campus as Human Resources considers options for finding a strategic approach to managing University careers and compensation. There is interest in a University architecture that supports career pathing, internal equity, and meaningful job classifications to facilitate market-based salary comparisons.

GOALS:

- Utilize the outcomes of the AP Compensation study to elevate the soundest practices from Appointed and Classified employment domains, both for the fullest realization of our institutional priorities and for the professional wellness of our employees.
  - Reach out to Appointed Professionals campus-wide
  - Better define the career needs and status of AP
- Complete necessary steps to receive approval of APAC Bylaws revision.
- Continue to work toward previously defined goals that include:
  - Streamline and expand professional development funding process.
  - Expand networking opportunities.