



## EA R2: Consolidation of Committees on a Trial Basis

**Abstract:** By reducing the number of committees, the Assembly will be able to more fully staff its committees, resulting in increased staff participation and focused efficiencies.

**Sponsored by:** Hei Hei Depew, Less Than 5 Years of Service Representative

**Reviewed by:** Executive Committee, September 14, 2018

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**Whereas,** the object of the Employee Assembly is to ensure a direct focus for the continued involvement of staff members in the life of the University, and

**Whereas,** the Assembly is empowered to amend its Bylaws to provide for more effective operations, and

**Whereas,** the current Standing Committees of the assembly were last ratified in October of 2010, and

**Whereas,** at its summer retreat in 2018, the members reviewed the current committee structure related to: participation, engagement and productivity and found there were opportunities to merge committees to gain efficiencies, and

**Whereas,** the assembly does not want to permanently alter its Bylaws at this time, and would like to see if merging the committees has a positive benefit to the assembly and its mission.

**Be it therefore resolved,** that the assembly respectfully proposes to consolidate its committees on a trial basis prior to amending its bylaws;

**Be it further resolved,** the current ten committees (Communications, Education, Elections, Employee Welfare, Executive, Internal Operations, Personnel Policy, Staff Recognition/Awards/Events, University Benefits Committees; and the Transportation Task Force) shall be consolidated into seven “temporary” committees as follows:

- 1) Executive Committee
- 2) Communications and Awards Committee
- 3) Employee Benefits and Policy Committee
- 4) Employee Education
- 5) Employee Welfare Committee
- 6) Employee Assembly Elections Committee
- 7) and the creation of the Transportation Committee (formalizing the Task Force into a Committee).

**Be it further resolved,** the merged committees will have the same charges, membership criteria, meeting frequency and reporting criteria as their “parent” committees as defined in the Assembly Bylaws;



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42 **Be it further resolved**, the Transportation Committee will need to create a charge, membership  
43 criteria, meeting frequency and reporting criteria;

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45 **Be it further resolved**, the Executive Committee of the Assembly may add members to or remove  
46 members from the committees to assure effective operation and fair representation of stakeholders;

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48 **Be it further resolved**, these seven committees shall expire at the end of the 2018-2019 assembly  
49 term, on May 31, 2018, at which time the original ten committees shall resume affect, unless and  
50 until the Assembly amends its bylaws otherwise;

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52 **Be it further resolved**, the chairs of each of the seven committees shall provide written reports to  
53 the Assembly by May 1, 2019, with their assessment of the operations and efficiencies of their  
54 committee, membership lists and summary of participation, and recommendation for its  
55 continuation or reversal.

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57 **Be it finally resolved**, that this resolution be submitted to the President of the University and the  
58 Vice President and Chief Human Resources Officer.

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60 **Adopted by Vote of the Assembly September 19, 2018**

61 (22-0-0)

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63 **Respectfully Submitted,**

64 Hei Hei Depew, Less Than 5 Years of Service Representative