

**SAS Meeting Minutes for March 23, 2015**  
**10:00 am; 100 O'Shaughnessy**

**Attending:** Eileen Barany, Kelli Brown, Laurie Mastic, Darlene Nowakowski, Marie Revak, Maribel Rodriguez, Rhonda Singleton, Terri Sweeney

**Guests:** Rob Becht, Mo Marnocha, Lori Maurer

**Special Meeting called by Rob Becht**

Rob wished to send an email to all staff and their supervisors in the college concerning performance review ratings. He wanted the SAS committee input before he did so.

He was concerned that due to 55% of staff receiving Top ratings, those who truly deserved it were not being adequately compensated. He is given a finite amount of money to split. Those with Top ratings should be receiving significantly higher percentages than those with Valued ratings. He emphasized that if you are doing your job, you should be given a Valued rating. The letter emphasized this and required supervisors to substantiate a Top rating with examples before the review deadline.

The Committee had a lively conversation bringing up various issues and made suggestions about the document he was going to send out.

Minutes respectfully submitted by Laurie Mastic 7/2/15