



Communique

Classified Staff Council Newsletter

Vol. 3 No. 4

June 1993

President's Corner

Thomas Padilla, President 1992-1993

The future of pay, diversity, and the work environment at ASU is unfolding, and as it unfolds classified staff must continue to understand what this future is all going to look like and provide an influence so that it emerges in the form in which we would like it to be.

While classified staff continue to become more increasingly involved in the University's future, many administrators and University planners choose to continue to go it alone. The penalty for this is that classified staff have become increasingly uncomfortable with the fit between where we are as an organization and where we are as people.

A good many faculty and administrators continue to dramatize the reason/difficulty of: our salary situation on the legislative/executive branches of government without regard for the University's responsibility toward this end; the uphill battle for instilling diversity in the workforce on the traditional 'good ole boy network' that exists; and, our work environment on the rhetorical excuse 'that we have always done it that way here.'

After three years of being on the Classified Staff Council, the questions remain:

Will ASU ever pursue central salary administration in order to better distribute fiscal resources to all organizational areas for the purpose of reclassification, career progressions, equity, and promotions with same priority considerations given to faculty and administrators?

Will ASU ever implement the salary enhancement feature that was a pay policy recommendation that came out of Arthur Young Study that allows for salary progression within an employee's current pay grade?

When will ASU finally develop a strategy/plan that will eventually resolve minority and women employment concerns/issues beyond the University's EEO/Affirmative Action Plan?

When will ASU finally shoulder the responsibility and provide the fiscal resources to correct the inequity of paying a large number of classified staff below their assigned pay grades since October 1, 1990?

While our voice should avoid the shortsightedness of looking at how classified staff have been the only victims of recent events, this becomes increasingly difficult when University administrators and planners do not reciprocate. While University administrators and planners conversely show their commitment to major classified staff questions/issues which still go unresolved..., with the blame or the lack of resolve put on everyone's shoulders but theirs.

Good decision making depends not only on having good information but also on providing an opportunity for it to be considered by the proper individuals and/or interest groups in the context of organizational goals..., University administrators and planners have our future in their hands. Classified staff must influence them so that it emerges in the form in which we would like it to be.