

Governing Board's Human Resources Advisory Committee

May 14, 2020
8:30 am - 10:30 am

<https://usma.zoom.us/j/97525305166>

Meeting ID: 975 2530 5166

Dial-in: (669) 900 6833

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Draft Meeting Minutes

In Attendance: Paul Bellows, Mark Hanna, Jeff Silvyn, Jeffrey Lanuez, Dave Bea, Anna Maiden, Helena Rodrigues

Unable to Attend: Luis Gonzales

Note Taker: Sasha Goldstein

1. Welcome and Call to Order:

Mr. Lanuez, Assistant Vice Chancellor for Human Resources, Acting, called the meeting to order at 8:30am

2. Approval of Meeting Minutes:

November 6, 2019:

Mr. Lanuez asked if the Committee had any changes to the minutes. With no changes, a motion was made to approve the minutes.

First: Paul Bellows

Second: Anna Maiden

Vote: Motion passed unanimously (Rodrigues, Lanuez, Hanna voted in favor)

Motion Carried.

February 4, 2020:

Mr. Lanuez asked if the Committee had any changes to the minutes. With no changes, a motion was made to approve the minutes.

First: Paul Bellows

Second: Helena Rodrigues

Human Resources Advisory Board

**Anthony S. Bryk, Sharon
Greenberg, Albert Bertani, Penny
Sebring, Steven E. Tozer, Timothy
Knowles**

Human Resources Advisory Board:

Teaching Human Resources and Organizational Behavior at the College Level Mendy, John, 2017-08-10 New aspects of human resource management and organizational behavior have emerged in recent years As such it has become imperative to facilitate proper educational initiatives for professionals entering these fields *Teaching Human Resources and Organizational Behavior at the College Level* is an essential reference source for the latest empirical research on emerging teaching strategies for business oriented frameworks Featuring coverage on a broad range of topics and perspectives such as talent development curriculum development and career competencies this book is ideally designed for students practitioners and managers seeking current research on learning methodologies and conceptual developments in human resources management **Federal Register Index** , *Federal Register* ,2007 *Science and Technical Education* United States. Congress. House. Committee on Science, Space, and Technology. Subcommittee on Science, Research, and Technology,1990

Federal Register, ... Annual Index ,1972 **How a City Learned to Improve Its Schools** Anthony S. Bryk, Sharon Greenberg, Albert Bertani, Penny Sebring, Steven E. Tozer, Timothy Knowles, 2023-04-18 A comprehensive analysis of the astonishing changes that elevated the Chicago public school system from one of the worst in the nation to one of the most improved *How a City Learned to Improve Its Schools* tells the story of the extraordinary thirty year school reform effort that changed the landscape of public education in Chicago Acclaimed educational researcher Anthony S Bryk joins five coauthors directly involved in Chicago s education reform efforts Sharon Greenberg Albert Bertani Penny Sebring Steven E Tozer and Timothy Knowles to illuminate the many factors that led to this transformation of the Chicago Public Schools Beginning in 1987 Bryk and colleagues lay out the civic context for reform outlining the systemic challenges such as segregation institutional racism and income and resource disparities that reformers grappled with as well as the social conflicts they faced Next they describe how fundamental changes occurred at every level of schooling enhancing classroom instruction organizing more engaged and effective local school communities strengthening the preparation recruitment and support of teachers and school leaders and sustaining an ambitious evidence based campaign to keep the public informed on the progress of key reform initiatives and the challenges still ahead The power of this capacity building is validated by unprecedented increases in benchmarks such as graduation rates and college matriculation This riveting account introduces key actors within the schools city government and business community and the partnerships they forged It also reveals the surprising yet essential role of Chicago s innovative information infrastructure in aligning disparate initiatives In making clear how elements such as advocacy civic capacity improvement research and strong democracy contributed to large scale progress in the system s 600 plus schools the book highlights the greater lessons that the Chicago story offers for system improvement overall **Official Congressional Directory, 110th Congress** Joint Committee on Printing United States Congress, 2007-10 *Congressional Directory, 2007-2008* ,2007-12 Contains contact information and biographical sketches

about the members of the United States Congress **Official Congressional Directory** United States. Congress,2007

Official Congressional Directory, 2009-2010: 111th Congress, Convened January 2009 (Paperback) Congress (U.S.), Joint Committee on Printing,2010-01-11 The Congressional Directory presents short biographies of each member of the Senate and House listed by state or district and additional data such as committee memberships terms of service administrative assistants and or secretaries and room and telephone numbers It also lists officials of the courts military establishments and other Federal departments and agencies including D C government officials governors of states and territories foreign diplomats and members of the press radio and television galleries **Research Anthology on Business and Technical Education in the Information Era** Management Association, Information Resources,2021-01-08 The Fourth Industrial Revolution has disrupted businesses worldwide through the introduction of highly automated processes This disruption has affected the way in which companies conduct business impacting everything from managerial styles to resource allocations to necessary new skillsets As the business world continues to change and evolve it is imperative that business education strategies are continuously revised and updated in order to adequately prepare students who will be entering the workforce as future entrepreneurs executives and marketers among other careers The Research Anthology on Business and Technical Education in the Information Era is a vital reference source that examines the latest scholarly material on pedagogical approaches in finance management marketing international business and other fields It also explores the implementation of curriculum development and instructional design strategies for technical education Highlighting a range of topics such as business process management skill development and educational models this multi volume book is ideally designed for business managers business and technical educators entrepreneurs academicians upper level students and researchers *Enhancing the Value and Sustainability of Field Stations and Marine Laboratories in the 21st Century* National Research Council,Division on Earth and Life Studies,Board on Life Sciences,Committee on Value and Sustainability of Biological Field Stations, Marine Laboratories, and Nature Reserves in the 21st Century Science, Education, and Public Outreach,2014-09-11 For over a century field stations have been important entryways for scientists to study and make important discoveries about the natural world They are centers of research conservation education and public outreach often embedded in natural environments that range from remote to densely populated urban locations Because they lack traditional university departmental boundaries researchers at field stations have the opportunity to converge their science disciplines in ways that can change careers and entire fields of inquiry Field stations provide physical space for immersive research hands on learning and new collaborations that are otherwise hard to achieve in the everyday bustle of research and teaching lives on campus But the separation from university campuses that allows creativity to flourish also creates challenges Sometimes field stations are viewed as remote outposts and are overlooked because they tend to be away from population centers and their home institutions This view is exacerbated by the lack of empirical evidence that can be used to

demonstrate their value to science and society Enhancing the Value and Sustainability of Field Stations and Marine Laboratories in the 21st Century summarizes field stations value to science education and outreach and evaluates their contributions to research innovation and education This report suggests strategies to meet future research education outreach infrastructure funding and logistical needs of field stations Today s technologies such as streaming data remote sensing robot driven monitoring automated DNA sequencing and nanoparticle environmental sensors provide means for field stations to retain their special connection to nature and still interact with the rest of the world in ways that can fuel breakthroughs in the environmental physical natural and social sciences The intellectual and natural capital of today s field stations present a solid platform but many need enhancements of infrastructure and dynamic leadership if they are to meet the challenges of the complex problems facing the world This report focuses on the capability of field stations to address societal needs today and in the future

Gender Differences at Critical Transitions in the Careers of Science, Engineering, and Mathematics Faculty National Research Council, Division of Behavioral and Social Sciences and Education, Committee on National Statistics, Policy and Global Affairs, Committee on Women in Science, Engineering, and Medicine, Committee on Gender Differences in Careers of Science, Engineering, and Mathematics Faculty, 2010-07-18 Gender Differences at Critical Transitions in the Careers of Science Engineering and Mathematics Faculty presents new and surprising findings about career differences between female and male full time tenure track and tenured faculty in science engineering and mathematics at the nation s top research universities Much of this congressionally mandated book is based on two unique surveys of faculty and departments at major U S research universities in six fields biology chemistry civil engineering electrical engineering mathematics and physics A departmental survey collected information on departmental policies recent tenure and promotion cases and recent hires in almost 500 departments A faculty survey gathered information from a stratified random sample of about 1 800 faculty on demographic characteristics employment experiences the allocation of institutional resources such as laboratory space professional activities and scholarly productivity This book paints a timely picture of the status of female faculty at top universities clarifies whether male and female faculty have similar opportunities to advance and succeed in academia challenges some commonly held views and poses several questions still in need of answers This book will be of special interest to university administrators and faculty graduate students policy makers professional and academic societies federal funding agencies and others concerned with the vitality of the U S research base and economy

Encyclopedia of Governmental Advisory Organizations ,1998 **The Bicentennial of the United States of America** American Revolution Bicentennial Administration, 1977 **The Future Direction of the EEOC** United States. Congress. House. Committee on Education and the Workforce. Subcommittee on Employer-Employee Relations, 1998

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denominator of 2 when we add $4\frac{1}{2}$ and $7\frac{1}{2}$ we get a sum of $11\frac{1}{2}$ however $11\frac{1}{2}$ can be simplified to the mixed number $5\frac{1}{2}$
therefore the correct answer is $5\frac{1}{2}$ rate this question 6

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contracts finance con the ability to arrange finance for prefabricated structures is a significant problem

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