

**University of Wisconsin-Milwaukee
University Staff Council**

Minutes

**May 17, 2016 10:00-11:30 a.m.
Union Room 340**

Present: Debbie Anders, Roy Badger, Steve Kennedy, Mike Maass, Robert Wahl, Stan Yasaitis, Laurie Thibault, Randall Trumbull-Holper, Robert Wahl, Stan Yasaitis.

Excused:

Guests: Mark Mone, Chancellor
Mark Bussian, Custodial Services
Kathy Czerniakowski, SCE
David Rasmussen, UITS
Shannon Bradbury, HR
Jennifer Peshut, FICL
Susan Butkovic, SOE

- I. Called to order – 10:05 a.m.
- II. Approval of minutes
 - a. March 15, 2016
 - Approved; motion carried.
- III. New Business
 - a. Chancellor's update
 - While he supports the faculty's voice in the no-confidence vote against R. Cross & the Board of Regents, he is concerned about repercussions:
 - Both the operating & capital budgets need to be approved by the Board of Regents.
 - R. Cross allocated the largest amount of UW System funds to UWM, as well as extra funds for advising.
 - If not for R. Cross & the Board of Regents, tenure might have been eliminated altogether.
 - In budget discussions, some priorities have been set for the capital budget:
 - Northwest Quad – top priority
 - Renovation of the Chemistry & Engineering buildings
 - IT infrastructure
 - Basketball practice facility & recreational space

- The operating budget will not need any cuts, because the mild winter saved about \$20M, & there were savings from benefits no longer being paid out as well – these may be used for pay increases.
- The Chancellor is working on a response to the governor’s statement about UWM’s no-confidence vote. He also plans to send a letter to the governor, requesting a meeting so that he can make the case for how important UWM is to Wisconsin.

b. Introduction of new USC members

- It was moved & seconded that K. Czerniakowski be named to fill J. Stoczany’s position; the motion carried unanimously.
- S. Yasaitis welcomed the newly-elected members to the Council, & explained a little bit about what we do & how we do it.

c. Officer Elections

- S. Yasaitis introduced the current officers, & explained the responsibilities of each position.
- Nominations were:
 - For Chair: S. Yasaitis
 - For Vice-Chair: R. Trumbull-Holper
 - For Secretary: D. Anders
 - For Treasurer: S. Kennedy
- There being no opposition, the motion was made & seconded to approve the entire slate on a voice-vote, & the motion carried unanimously.

d. Faculty Senate no-confidence vote

- There is a great deal of frustration, and mistrust of the governor’s appointees to the Board of Regents, which is resulting in votes of no-confidence in R. Cross & the Board throughout the UW System. Faculty & Academic Staff are facing the loss of some of their instructional freedoms.
- The downside is that the governor is still in control of appointments, & could react by appointing a new president & regents.
- R. Cross has been supportive of University Staff. Also, he saw to it that the biggest piece of UW System funding came to UWM, & he is committed to UWM as an urban campus.
- A suggestion was made for a USC vote of support for the Faculty Senate’s no-confidence vote.
- A motion was made to table this issue indefinitely. Neither the Faculty Senate, nor the Academic Staff Senate asked for University Staff Council support or help with drafting their resolutions.
- A proposal was made to draft a resolution in support of the teaching & research missions of UWM, & in support of the Faculty Senate & its vote of no-confidence.
- As there were no copies of the Faculty Senate’s resolution available, a motion was made & seconded to table this proposal until we have more information. The floor was opened for discussion, & a suggestion was made to invite members of the Faculty & Academic Staff Senates to a future USC meeting, to

discuss their positions & commend them for their principles. The vote was called, & passed unanimously.

- S. Yasaitis will reach out to members of Faculty & Academic Staff Senates.

IV. Old Business

a. Conference Committee

- The Committee will be sending out an email about the University Staff Conference, set for late October 2016.
- Anyone who is interested in serving on the committee is welcome.
- S. Butkovic said she was interested, & would be willing to work as chair.

b. UW System Title/Compensation survey

- This survey will be handled out-of-house, & will take years to complete.
- The Steering Committee has already kicked off; a member of UW-Whitewater University Staff is on the committee.
- Updates as they become available.

c. Shared Services Steering Committee

- The Committee has been formed, but not yet met.
- The Professional Development Survey has been sent out, which may be completed while in pay status.

d. UW System University Staff teleconferences

- We are welcome to sit in on these if we can.
- During the last one, the UW Colleges reported that they had no nominations in their University Staff Council general elections. There have been many staff cuts due to regionalization of the 2-year Colleges.
- S. Yasaitis will follow up on this.

e. Layoffs

- The Center for Urban Community Development was eliminated.
- K. Czerniakowski & S. Butkovic are being laid off, but looking for another position at UWM to transfer into.
- 3 people are being laid off at the Center for Institutional Research.
- Blue Collar supervisors are telling custodians that they will be terminated, or their medical bills will not be paid if they are injured, because injuries are their fault, but Blue Collar supervisors do not have this authority. S. Yasaitis was asked to look into this.

f. The Priority Referral Program has been very helpful for laid-off/non-renewed employees, but needs to be publicized more.

V. Other

a. There is a rumor that the security guard position at UPark Lot 30 (the Capital/Humboldt lot) is to be outsourced. The individual who currently holds that position will be transferred. S. Kennedy will look into this with the Parking & Transit Committee, & S. Yasaitis will talk to R. Van Harpen.

b. A question was raised about whether Trades employees' jobs were being outsourced, but positions in the Trades have always been handled differently,

because they are all union shops, & some campus units don't always use Facilities services. P. Osheim will find out how many Trades positions have been lost.

VI. Adjourned – 12:10 p.m.