

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

Minutes

**September 20, 2016 10:00-11:30 a.m.
Union Room 340**

Present: Debbie Anders, Mark Bussian, Susan Butkovic, Kathy Czerniakowski, Steve Kennedy, Patricia Osheim, Jennifer Peshut, Laurie Thibault, Randall Trumbull-Holper Robert Wahl, Stan Yasaitis.

Excused: Roy Badger, Mike Maass, David Rasmussen.

Guests: Mark Mone, Chancellor
Shannon Bradbury, HR
Maria Carrizales, Women's & Gender Studies

- I. Called to order – 10:00 a.m.

- II. Approval of minutes
 - a. August 18, 2016
 - Approved; motion carried unanimously.

- III. New Business
 - a. Chancellor's update
 - This month, UWM celebrates the 60th anniversary of its founding, including its status as an R-1 research facility, more than 80,000 alumni, & a continuing strong presence in the community.
 - We are working under the largest budget cut in its history by a factor of 3 (\$24M), & Wisconsin is not the only place where this is happening – there is a lack of funding & support in many other states as well.
 - UWM is working on how to operate in different, more sustainable ways, including Integrated Shared Services, avoiding duplication of courses, & efforts to obtain matching funding for campus programs.
 - With freshman classes smaller every year since 2010, the challenge is to recruit & retain the highest quality students. MATC's Promise program attracts students with lower income & lower test scores, & UW Madison draws students away from UWM as well.
 - UWM needs to be more aggressive about recruiting international students as well. The decline in gas & oil prices is causing a loss of students from Saudi Arabia, costing UWM as much as \$8-10M per year.
 - He will be talking to legislators Kooyenga, Darling, & Vos, & hopes we're coming to the end of cuts to our budget.

- The majority of the funds for the pay increase this year comes from the return of overpayments for fringe benefits & utilities. He would like to bring employee pay up to within 10% of market wages, & is willing to stand up for that – his #1 priority is people.
- It looks like the tuition freeze will continue – both parties in the Legislature like the idea – but it is misleading, & actually adds to students’ costs over time.
- b. SAAP’s
 - SAAP’s S-11, S-21, S-23, S-24, S-40, S-69, & S-74 were reviewed & approved unanimously.
- c. Custodial safety issue
 - On Friday, September 16, a custodian was injured on the job, & was bleeding profusely. No one called 911; she took the bus to the hospital for treatment.
 - Her supervisor wanted her to come back to work, but she went home on the bus instead.
 - Supervisors should be trained on what to do in such an emergency.
 - Bob Peck, University Safety & Assurances, should be made aware of this.
- d. Fire Safety Awareness & Extinguisher Training – September 26
 - The lecture portion will be in Bolton 294 at 10AM.
 - This will be followed by hands-on fire extinguisher training outside in Spaight’s Plaza.
- e. All custodians at the School of Freshwater Sciences have been fired.
 - They were accused of cheating on punching in and out, but there is a question about the proof of that.
 - S. Yasaitis will look into this.

IV. Old Business

- a. Committee appointments
 - No new committee appointments.
- b. Integrated Shared Services
 - From June-September 2016, the ISS project team worked with Huron Consulting on the as-is phase of the project.
 - Huron’s recommendations will be presented to the campus, but more input is still needed.
 - The goal is to address processes, but they are also looking at structure.
 - ISS will be ramping up in October, & will be invited to make a presentation to the USC.
- c. Conference Committee
 - The program for the 2016 University Staff Conference is ready for printing.
 - There will be 6 workshops, from which attendees can choose to attend 2.
 - S. Butkovic will draft a request for funds from Chancellor Mone & send it to S. Yasaitis for review.
- d. Election Committee
 - The Election Committee Recommended that S. Butkovic step down from her position on the USC due to her change in work-group status, although they

encouraged her to continue acting as chair of the Events Committee, & to run again for membership in the USC, in her new category. L. Thibault will send S. Yasaitis the name of the next runner-up for S. Butkovic's position.

- C. Schuster has resigned from the USC because he has left UWM. L. Thibault will send S. Yasaitis the name of the next runner-up for his position.
- e. Layoffs
- At the School of Information Studies, 1.5 of 9 University Staff positions will be eliminated.

V. Adjourned – 12:0711:50 a.m.

Respectfully submitted,

Debra L. Anders