

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

Minutes

**May 16, 2017 10:00-11:30 a.m.
Union Room 183**

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

Excused: David Rasmussen.

Guests: Shannon Bradbury, HR
Louisa Eastman, SECU
Tiffany Nation, Graduate School
Mark Mone, Chancellor

- I. Called to order – 10 a.m.
- II. Approval of minutes
 - a. April 18, 2017
 - Approved, with corrections; motion carried unanimously.
- III. New Business
 - a. S. Yasaitis welcomed the newly-elected members of the USC; introductions were made around the table. New members are present for officer elections only, otherwise are just to observe.
 - b. Chancellor's update.
 - The Legislature does not like the proposal of self-insurance; the Joint Finance Committee will not vote for it. The Chancellor is still hoping that the 2% + 2% pay increases will happen, although he does not know where the funds will come from.
 - There has been some discussion of UW System (except for the Trades) payroll being removed from the state compensation pool.
 - UWM sports teams were being considered for invitation to join the Missouri Valley Conference, but were not chosen. This would have been a step up; more expensive, but greater income sharing, & could positively affect enrollment interest.

- A new campus committee – on diversity & inclusion planning is being formed this fall, & will be ready to go by the spring semester.
 - The budget is looking better than it has in several years. There is a lot of advocacy for both the capital & the operations budgets at UWM. The Chancellor has been speaking in groups in Madison & Milwaukee about the differences in investing in UWM & UW-Madison.
 - The Chancellor was asked if he could address the UW System Title & Total Compensation Survey at the June meeting. He said he would be willing to do this.
- c. 2017 USC Officer Elections
- L. Thibault called for nominations:
 - Chair: S. Yasaitis
 - Vice-Chair: S. Kennedy, P. Reilly, J. Peshut
 - Treasurer: R. Badger
 - Secretary: L. Eastman
 - The election committee consisted of L. Thibault, M. Bussian, & R. Wahl.
 - New officers are:
 - Chair: S. Yasaitis
 - Vice-Chair: S. Kennedy
 - Treasurer: R. Badger
 - Secretary: L. Eastman
- d. Title & Total Compensation Study
- There has been much confusion over job-titles & the compensation structure at UWM. Under UPS, a survey of job titles & total compensation packages.
 - The study will look at different markets, paid leave policies, & the different stage-of-life needs of individual employees. It will also look at what UWM can control locally.
 - This study will not generate pay increases. It is not being used as an opportunity to reduce benefits.
 - The study will take about 2 years to complete.
 - It was suggested that an advisory committee be formed, to promote transparency, communication, clarification of what this study is & is not trying to accomplish.

IV. Old Business

- a. Committee reports
- The Integrated Shared Services Advisory Committee will meet next week. The first hub is on hold indefinitely.
 - Letters & Science dean search & screen – the second candidate was eliminated, & the position was offered to McCarthy.
- b. Committee appointments
- S. Butkovic will serve on the Accounting & Finance Team.

- c. Layoffs
 - None.
- d. University Staff communication/participation
 - The discussion of how to reach out to University Staff employees continues. Email to all University Staff and supervisors one week before the meeting along with Open Meeting Notice and website updates will be key to communication. We need to get the word out about what the USC is doing; to get more people interested in serving on the council. The council will discuss more ideas at the next meeting.
 - The suggestion was raised again to hold meetings at different locations around campus, & to target specific segments of University Staff employees. Maybe ask the Chancellor for funds for coffee & donuts to help encourage attendance.
 - We also need to improve our ties to other University governance groups.
 - Members of the USC are the eyes & ears of the Chair, & need to report on good & bad experiences in their departments & others.
 - USC members also act as personal representatives for employees undergoing disciplinary actions. This is still permitted, but not widely known. S. Yasaitis will announce this to the University Staff.
- e. University Staff Conference
 - The question was raised as to whether it was a worthwhile effort, if so few people were going to attend the University Staff Conferences. There will not be one this year, if for no other reason than that it is too late to reserve rooms.
 - Alternatives were suggested:
 - a series of “road shows” – meetings held at different locations
 - more communication/emails to University Staff
 - “meet & greets” at different schools & departments – not meetings, but opportunities to increase our visibility
 - workshops on how governance works for University Staff
 - Part of the problem is that departments are not used to University Staff employees exercising governance rights on work-time.
 - S. Butkovic will continue as chair of the Events Committee:
 - R. Wahl
 - J. Peshut
 - M. Bussian
 - L. Thibault
 - D. Rasmussen
 - L. Eastman

& will call a meeting to discuss what to do next.
- f. Outstanding Service Awards
 - A standing committee has been established to deal with the Outstanding Service Awards for University Staff:
 - S. Butkovic (chair)
 - S. Kennedy

- L. Eastman
- R. Badger

V. Adjourned – 12:02 p.m.

Respectfully submitted,

Debra L. Anders