

UWM-University Staff Council

August 15, 2017

10:00-11:30 a.m.

UWM UNION 183

MINUTES

- PRESENT: R. Badger, R. Baumann, M. Bussian, S. Butkovic, L. Eastman, S. Kennedy, M. Maass, T. Nation, P. Osheim, P. Reilly, L. Thibault, S. Yasaitis
- ABSENT: D. Rasmussen, J. Peshut
- PRESENTERS: T. Danielson, M. Mone, R. Van Harpen, T. Wiebel
- GUESTS: J. Almquist, A. Broderick, N. Aidich, K. Dredge, K. Doering-Kilkenny, J. Forbeck, R. Freiburger, K. Hennemann (for S. Bradbury), D. Kidwell, A. Lamb, T. MacKenzie, T. O'Brien, M. Oddo, S. Sharp, K. Volbrecht, J. Walter

- I. Call to Order-Meeting was called to order at 10:01 a.m.
- II. Approval of minutes for July 18, 2017-Minutes were approved as submitted.
- III. Chancellor's Update-Chancellor addressed the committee at 10:20 to update them on issues facing campus.

Strategic Planning for the budget issues UWM faces is still key to the upcoming semester. Areas that the Chancellor will be focusing on are:

- a. Student Success-searches for new
- b. Research-continuing R1 status long term including Community Engagement
- c. Budget has not been resolved in the legislature yet.
 - i. Proposed employee compensation is still in.
 - ii. Capital Budget with money for NWQ and Sandburg funding as well as other projects is still in
 - iii. Performance based funding for STEAM Colleges and Schools, such as Engineering and Nursing, will help UWM as a whole.

Chancellor will be meeting with the Deans to discuss the budget plans with these goals. S. Yasaitis asked if after the Deans retreat the Deans share those plans with departments and divisions so that there is more transparency.

Title Study-long term- will help with bringing titles in line with other schools and private sector. Though it is not a pay plan it will help eliminate duplication and difficult titles. It will also help with clearer pathways for promotions.

IV. Chair's Update-See ISSP below.

V. New Business

- a. Leave Policy-R. Van Harpen, T. Danielson & T. Wiebel-R. Van Harpen presented the policy. Staff that have banked leave will be able to use it if the department has the finances to support using banked leave. The document defines how long a staff member may remain active until final retirement dates are set. After some discussion, R. Van Harpen wanted to add in more clarification to the document to better aid Schools/Colleges and Departments with budget planning for retirements where employees use banked leave. The final document will be sent to the members again with changes for review. The policy will go into effect January 1, 2018.
- b. Integrated Support Services-S. Yasaitis & S. Butkovic-Integrated Shared Services Project implementation date has been pushed back to January 1, 2018 date. The first hub has been identified but more input is needed before implementation. S. Yasaitis asked the Chancellor to see if more information can be given on the timeline and more transparency can be shared with University Staff on plans for the hubs and planning phases.
- c. University Staff Outstanding Service Awardees-S. Butkovic, L. Eastman informed the committee of the Awardees. The Fall Awards Ceremony will be October 11, 2017.
- d. Attendance Policy-Absences and Dismissal of members-L. Eastman-this was resolved. No need to discuss.
- e. Informational Items-S-35 & S-65.5-The committee was informed of these changes and had nothing further to add.
- f. SAAPs for discussion/review-Committee discussed the SAAP's and revisions that they wanted to make to them.

S-20-Changes were made to policy to include University Staff in Emeritus policy.

MOTION: Motion to approve addition of University Staff in policy so policy is inclusive of all University Employees. Motion passed unanimously.

S-54-Changes were made to the policy and will be forwarded to the Secretary of the University's office to be reviewed.

MOTION: Motion to approved policy as revised-change Classified Staff to University Staff-Motion passed unanimously.

S54A (form) – Changes were made to the policy and will be forwarded to the Secretary of the University's office to be reviewed.

MOTION: Motion to approve form as revised-classified staff to University Staff. Motion passed unanimously.

- g. Committee Appointments-S. Yasaitis-Stan will forward the recommendations to the appropriate appointing office.
- h. Personnel Issue-J. Peshut (may go into closed session per Wis. Stats. 19.85 (1) (c)) (11:15 am)-Tabled until the next meeting.

VI. Old Business

Priorities for the Year

1. University Staff Senate/Membership- Number of representatives on the Council-This will be discussed at the next meeting.
2. Policy about Service to Campus-J. Peshut-The finalized document will be presented at the next meeting for review and approval.
3. Quarterly Newsletter update-L. Eastman will present at the next meeting before it is sent to the rest of campus.
4. USC Logo/Branding update-Will be discussed at the next meeting.
5. Committee reports-Will be presented at the next meeting.

VII. Other Business-Schedule for the year-L. Eastman suggested adding some dates for additional meetings in case the Council needs to meet more often. Members discussed the issues that will be coming up this fall and determined that some additional dates may be needed. Regular meetings will be listed and additional dates will be as needed. L. Eastman will update the calendar with regular dates and a separate calendar with auxiliary dates so members can plan to attend and inform departments and supervisors as needed.

VIII. Adjourn-the meeting was adjourned at 12:04 p.m.