

# UWM-University Staff Council

November 21, 2017 UWM UNION 183

## MINUTES

PRESENT: R. Badger, R. Baumann, M. Bussian, S. Butkovic, L. Eastman, S. Kennedy, T. Nation, M. Oddo, J. Peshut, D. Rasmussen, P. Reilly, L. Thibault, S. Ysaitis

ABSENT: M. Maass, P. Osheim

GUESTS: Chancellor Mone, T. Danielson (Human Resources)

- I. Call to Order-The meeting was called to order at 10:03 a.m.
- II. Approval of minutes for October 31-The minutes were approved as submitted. Minutes for November 14, 2017 will be approved at the next meeting.
- III. Chancellor's update-In addition to the payplan the Chancellor discussed the re-structuring or re-organization with UW-Colleges. President Cross has proposed that UWM work with UW-Waukesha and UW-Washington County to develop campus and curriculum working together. These would function like satellite campuses of UWM. The details are being worked on by campus administration. The impact of the re-structuring is still being reviewed and determined.
- IV. Chair's Update-Chair Ysaitis will not be at the next meeting as he will be at a meeting that will be discussing the re-organization. S. Kennedy will chair the USC's next meeting.
- V. UW Merger update-See Chancellor's update.
- VI. Payplan update-T. Danielson was on hand to discuss the payplan and how this may affect University Staff. The payplan if approved provides for a 4.04% increase over the biennium (one raise in July 2018 and one in January 2019). It cannot be used for compression or across the board. Evaluations must be current to be considered for the payplan. Solid performers will automatically be considered for 75% of the payplan or 3.03% (given in two time, one in July and one in January). The following 1.01% will be given as merit pay to those that qualify under 6 criteria. Supervisors will make recommendations (which cover 60% of the 1.01%) and Deans/Division Heads make up the remaining recommendations (or 40% or 1.01%). If Staff get a merit pay they would most likely see it in the January 2019 payplan raise. S. Ysaitis will email University Staff to explain the process. Documentation needs to be in by February for consideration.
- VII. Supervisor Evaluation-J. Peshut sent information around about supervisor evaluation. The committee discussed whether this would be something that would be good to have on UWM's campus. Could a review of a supervisor be added into current review processes simply? The committee decided to re-visit this discussion at a future meeting.
- VIII. Shared Governance member reports (i.e. APBC, EBC, PEC, etc.)-Reports will be given at the next meeting.
- IX. Other Business-There was no other business.
- X. Adjournment-The meeting was adjourned at 11:53 a.m.