

UWM-University Staff Senate

January 21, 2020

CURTIN HALL 175

MINUTES

PRESENT: A. Avery-Johnson, R. Badger, S. Butkovic, K. Czerniakowski, L. Eastman, M. Cosgrove, J. Downey, G. Dukes, P. Geraci, G. Henion, J. Johnson, S. Kennedy, A. Kupiecki, C. Larson, K. Miller-Kyles, T. Nation, P. Osheim, C. Parks, J. Peshut, D. Rasmussen, P. Reilly, R. Sauers, K. Valerius, R. Wahl, S. Yasaitis

ABSENT: L. Eastman, L. Perryman (leave).

GUEST(s): M. Mone

1. Meeting Call to Order – The meeting was called to order at 10:03am
2. Chancellor Update – The Chancellor updated the Senate.
 - The Cabinet Meeting of 1/6/2020 to USS
 - Vision 2020 at UWM -Higher Education
 - We transform lives—this is what we are here for. We change individuals lives in so many fundamental ways (access, research, serving)
 - Public education is important; we make a huge difference in our community---Talent Pipeline and Community Engagement
 - Access Individual access through employment; also, through engagement discovering new ways of impact, new educational strategies/curriculum development, pedagogies, free college classes for HS students
 - Pace of education and decisions making has to happen to be viable and sustainable – accelerating.
 - UWM Largest Online university – UWM’s online bachelor’s programs moved up one notch in the U.S. News & World Report College Rating for 2020. We are now ranked 48th in the nation, compared to 49th last year (out of 358 institutions). Within the UW System, we are tied with Whitewater for the highest rank.
 - Price, Waterhouse, Cooper – bringing in the alum to do workshops for UWM leadership to increase providers and pipeline to increase visibility and to bring UWM in the forefront of technology and engagement (Michael Fenlon)
 - Need to innovate and move quicker, but there are things that slow down UWM such as: State Funding, Enrollment, Access/resources, attitude toward higher education (external and internal – go to Pew Survey

online), process is more important than outcomes, bureaucracy within UWM and UWS, culture and governance, resource issues, etc.

- We are doing a lot of things but need to do more:
 - a. ENROLLMENT (social media, high schools, more recruiters, etc.) New students represent less than 20% of UWM students—retention is the majority (Retention 1st and 2nd year—half the students who don't continue at UWM go elsewhere; half of them don't come back due to cost and due to academic proficiency).
If retention goes down each year by 20%, this is a challenge. Advising, quality, high impact practices, research, etc. All hands-on deck
 - b. PARTNERSHIPS: NMDSI, Freshwater Collaborative, M3, UWM-MPS, CSI, etc., are important. They are our future in a huge way.
 - c. BRANDING: distinctive brand – UWM First. First choice, we are not just where you go if you don't get into Madison, etc. We want UWM to be your first choice.
 - d. PHILANTHROPIC Support – look at a # of bridge campaigns – LEC (funds, operations, building), SFS Research Vessel, new CEAS building (programs and equipment for the building – not raising money for a new building), additional scholarship fundraising as this important for our students
 - e. Part of the (5) strategic directions, retreat on 1/23—building on specific initiatives, but will also be partnering with THINKTANK 2030.
 - f. Look at consolidation of units, how to move UWM forward in a bigger and bolder way, etc. Tech Ed Frontiers (TEF) – Manpower, Rockwell, etc. more than 20 companies involved.
- 3. Approval of Minutes from December 17, 2019 – Pat Reilly moved to approve; 2nd: George Henion; Motion carries (no abstentions or nays).
- 4. Chair's Report – No report.
- 5. US Election Update – J. Peshut moved for approval of recommendations for the Nominations Committee (Motion carries).
 - Brief break at 10:48 for US Election Committee
 - 10:54a Resumed; Feb 2020 preference sheet update
 - Timeline to be discussed at future meeting to come
 - Andrew Avery Johnson approved for University Staff Nominations Committee

6. TTC Update
 - Non-Exempt – allowed OT (hourly based) vs Exempt – Not allowed OT (salary based)
 - Conversations between Staff and Supervisor should begin in early February.
 - When you have your conversation with supervisor re: TTC/job title, please email Stan Yasaitis directly (no details needed).
 - Self-Evaluations – evals have been erratic, historically speaking. No consistency; Central HR moving towards a standardized process to make evals more meaningful, useful and consistent.
 - Process slowing down—that is ok related to timeline and moving forward on next steps.
7. Compensation Pay Plan Update
 - Regarding Compensation – no one will lose pay; still in discussion stages. Not clear if UWS is looking out into the future regarding title and compensation. Ability to move up in the classification due to implementing potential high pay ranges to allow growth for the employee.
 - Danielson will be having further discussion regarding negotiation of compensation.
8. Senate Planning
 - What would you like to see the US Senate doing? Please let Stan know (structure and how to approach the issue).
 - USS has decided to do a climate survey regarding University Staff Employees –
 - i. Update: Working committee reviewing old surveys and looking at these as models for UWM Climate Survey
 - ii. Jenny Peshut & Kate Valerius will meet with CORE (Razia Azen) who will then move forward to create our survey
 - iii. Electronic Survey – timeline being discussed/logistics
9. Committee Member Updates – Reports
 - Brown Bag Lunch Series – Let Louisa know asap
 - i. Outside Presenter
 - HBBSSW S&S Dean– approved PD—phone interviews moving forward week of 1/21/2020; target date for new dean is Summer 2020
10. New/Other Business
 - Email re: Proposal to remove state policy – no discussion
 - Letters going out for raises/pay plan compensation
 - Newsletter – going out on 1/21/2020; will start featuring individuals who are doing something “neat”/ featured University Staff Employee, please let Louisa know. Want to make the newsletter more personable.
11. Adjournment – motion to adjourn (Kate Valerius; 2nd by Patrick Reilly) Meeting adjourned at 11:33am.