

UWM-University Staff Senate

May 19, 2020

MINUTES

PRESENT: A. Avery-Johnson, R. Badger, S. Butkovic, M. Cosgrove, K. Czerniakowski, J. Downey, L. Eastman, J. Johnson, S. Kennedy, A. Kupiecki, C. Larson, K. Miller-Kyles, T. Nation, P. Osheim, C. Parks, L. Perryman, J. Peshut, P. Reilly, R. Sauer, J. Stoczany, K. Valerius, K. Waldoch, S. Yasaitis

ABSENT: G. Dukes
Furloughs: G. Henion, R. Wahl

GUEST: M. Mone, Chancellor

- I. Call to Order-The meeting was called to order at 10:01 am
- II. Approval of minutes for April 21, 2020-10:02 am-The minutes were approved as submitted.
- III. Chancellor's Report 10:03 am-The Chancellor will give his report when he arrives at 11:30 a.m.
- IV. Chair's Report-10:25 am-Chair Yasaitis updated the Senate on furlough numbers which are discussed in further detail below. Chair Yasaitis continues to update University Staff on the situation on campus. Other areas of campus, such as Academic Staff have asked to be included on our briefings as they have become more popular and share information across campus.
- V. ELECTIONS Final Report-L. Eastman
 - a. Volunteers for committees-Anyone interested in volunteering can contact L. Eastman. Members from the PDC of FAA such as UITS, BFS, the Police and more are especially needed.
 - b. Elections to Standing Faculty Committees-Elections have been finalized and will be posted on the University Staff Website. We are still missing some representatives. The Nominations Committee suggests to hold a special election in fall to fill vacant positions. The University Staff Senate endorses the suggestion to hold a special election in fall.
- VI. Furloughs-S. Yasaitis-
 - a. Number of US Employees in round 2-There are over 300 University Staff employees affected by the furloughs, that is more than one fourth of all University Staff employed by the University. Academic Staff and Faculty are also being

affected. The University is working on various scenarios to do their best to alleviate the issues that many are facing. Staff Retention when we do return from leave and furloughs will be difficult. How do we as University Staff and as the University as a whole create an atmosphere that is welcoming and harmonious? Financial constraints may limit our ability to increase financial incentives but are there other areas where we can improve?

- b. Effect on Senate, Committees and Governance-L. Eastman contacted the Secretary of the University's office who is still waiting for a response from University Legal on the effect this may have on University Staff Governance. Approximately 5 members of the Senate may have furloughs that affect their work on the Senate. Their absences will not be held against them and they may attend on their own time as the Senate are open meetings. If they have difficulties or need assistance, they should contact L. Eastman.
 - c. Appeals process-L. Eastman discussed the difficulty with appealing. The System memo clearly states that a furloughed employee can appeal the process for furlough, not the furlough itself. Staff who feel that the process was not followed correctly should appeal to Human Resources.
- VII. Work Share Program-J. Peshut sent information about the UW-System initiative to the Senate for discussion. Chair Yasaitis will bring this up to the Chancellor and would like the Codification committee to come up with some guidelines for our own Work Share Program at UWM. In addition, S. Butkovic said she would be interested in serving on this project.
- VIII. Work from Home Stipends-the Economic Benefits Committee (EBC) discussed this as something they would like to discuss upon return in the Fall. Considering the financial situation of the University the Senate was unsure how far this proposal would get. J. Peshut will keep the Senate informed of the progress made by the EBC.
- IX. Chancellor Mone arrived at 11:29 a.m. and updated the Senate on where we stand. We are looking at a \$50-100Million deficit. Campus Administration is looking at various scenarios to return to work. A survey has been sent to campus to help campus evaluate returning to work and what issues people are facing. Chair Yasaitis shared much of the discussion from earlier in the meeting including work share program and input in the furlough process. The Chancellor will continue to strive for better communication and transparency. The Chancellor shared some of the System ideas for streamlining campuses from his earlier meeting with R. Cross (President, UW System). UW-Milwaukee and UW-Madison are not included in these plans yet, but it is important to keep focus on our award winning programs so that we can continue to receive the recognition of excellence that we have gained.
- X. Committee and Member Updates/Reports-There was nothing to report.
- XI. Announcements-
- a. Call to Contribute-K. Valerius thanked the Chancellor for his work on campus during this time. K. Valerius announced that she will be donating \$50 to the fund and has challenged the US Senate to also donate to the Chancellor's Student Success Fund to help support our students. You can find the donation page here:

<https://secure.supportuwm.org/s/1902/m19/interior-dev.aspx?sid=1902&gid=3&pgid=666&cid=1653&dids=728>

if you would like to give. The Chancellor was very moved by K. Valerius and her challenge and thanked anyone who gives to this fund. The success of our students reflects our Panther Pride.

- XII. New/Other Business-There was no new business.
- XIII. Adjournment-The meeting was adjourned at 12:08 p.m.