

UWM-University Staff Senate

November 16, 2021

Via TEAMS

Microsoft Teams meeting

MINUTES

PRESENT: T. Cochrane, M. Cosgrove, K. Czerniakowski, A. Dempsey-Fischer, P. Dixon, J. Downey, G. Dukes, L. Eastman, P. Geraci, G. Henion, J. Johnson, S. Kennedy, A. Kupiecki, A. McLimans, T. Nation, C. Parks, L. Perryman-Ramsey, K. Premeau, P. Reilly, R. Sauers, M. Schreiber, C. Sekyi, A. Tarr, K. Valerius, R. Wahl, S. Wirka, K. Waldoch, S. Yasaitis

ABSENT: R. Badger, C. Larson

- I. Call to Order-The meeting was called to order at 10:03 a.m.
- II. Approval of minutes for October 19, 2021-The minutes were approved via autoconsent.
- III. SAAPS-The SAAPS were approved via autoconsent.
 - a. SAAP-07-18 Conflict of Interest
 - b. SAAP 10-10 University Workplace Safety
 - c. SAAP 01-11 Grading and Grade Records for Schools and Colleges
- IV. Chancellor Update-M. Mone-The Chancellor was unable to attend due to a meeting conflict. He is scheduled to give an update at the December University Staff Senate meeting.
- V. Chair Update-S. Yasaitis has met with Human Resources and the Chancellor. Consistent training and treatment of University Staff is at the forefront of many of these discussions especially as we move forward in seeking a new director of Human Resources. Reduction of staff and increasing workloads only put more stress on an already difficult situation. These issues were brought up in our survey and will continue to be issues for University Staff moving forward. The changes in Title and Total Compensation (TTC) are adding to these issues as well. See the TTC update below.
- VI. TTC Update-S. Yasaitis updated the Senate on the issues.
 - a. Salary Ranges-The salary ranges are now available on the UW System site. You can find the link on the Human Resources TTC update page.
 - b. Appeals Committee-The Senate discussed who the possible members of the appeals committee would be. So far the make up of the committees will be smaller committees made up of University Staff members that will review an appeal as it comes in.

MOTION: All senators should be able to serve as members of an appeal committee. Training materials and training will be supplied by Human Resources. Senators who are uncomfortable or do not wish to serve will be able to decline serving. Senators with a conflict of interest on a specific appeal will not serve on that appeal and will inform Chair Yasaitis in advance so that a substitute can be found.

VOTE: YAY: 31 NAY: 1 ABSTAIN: 0

The motion passed.

- c. The Senate discussed what they want to see from Human Resources:
 - i. Proposed titles/changes that were denied

- ii. Justification/Rationale for denials/decisions
- iii. Next steps
 - Notification
 - Questions
 - Appeal Process
 - Training Process

VII. Human Resources Update-S. Yasaitis

- a. T. Danielson leaving after 30 years of service with System. US Nominations will meet to put forward a candidate for the search and screen.
- b. Status of TTC Reviews-No update yet for appeals/reviews.
- c. Status of Professional Development Action Team-A. Tarr says that this committee has not met since T. Danielson announced his retirement. A. Tarr will report in December if there has any follow up. If no information in December Chair Yasaitis will follow up.

VIII. Member Updates/Reports

- a. Farewell-A. Kupiecki leaving UWM and Senate-L. Eastman informed the Senate that A. Kupiecki was leaving. The Senate wished her well in her future endeavors.
- b. APBC update on College Reorganization-M. Cosgrove-The APBC met and discussed the College Reorganization. The discussion went well. The discussion will go on to the Faculty Senate for discussion.

The schools that will be changing will join to become:

- i. Architecture and Peck School of the Arts
- ii. College of Professions which will include: Helen Bader School of Social Welfare, School of Information Sciences, School of Education, Urban Planning from SARUP
- iii. Zilber School of Public Health, Programs in College of Health Sciences will move into College group A which will include: Kinesiology, Nutrition and Health Informatics.
- iv. College of Health Sciences Programs and Nursing will move into College Group B which will include: Nursing, Rehab Science and Technology, Biomedical Sciences, Comm Sci and Disorders
- v. Graduate School and the Office of Research
- c. P. Geraci-Works in Anthropology. Many changes in the department. Fewer faculty and staff, same amount of students. This can put a strain on resources for Faculty and Staff alike.
- d. G. Henion-Zilber School of Public Health-Supports Faculty and Staff. Books all travel for school. Chair of US Nominations committee-all positions have been filled at this time. One more meeting to fill open search and screens. Committee will meet to discuss elections in February.
- e. K. Valerius-University Staff Grievance Committee-No Grievance so far for 21-22. University Staff Climate and Info Committee- Brown Bags went well and were well attended. Planning more for Spring 2022.
- f. M. Schreiber-UWM Student Union project will be starting soon. The Union while under renovation will be largely closed throughout the summer 2022. Some areas will remain open but keep up to date on the Campus Construction information at <https://uwm.edu/campus-planning/projects/>
- g. C. Sekyi-Search and Screen for Development and Alumni Relations-The committee is almost finished. Finalists are expected to come to campus in early December.
- h. P. Reilly-Physical Environment Committee-The plans for removing the oldest part of the Northwest Quad (formerly Columbia St. Mary's) will be coming down this Summer. Maryland Avenue will be affected by the construction.

IX. New/Other Business-There was no other business.

X. Adjournment-The meeting was adjourned at 12:19 p.m.