MINUTES
University Staff Executive Committee Meeting
11.05.15


MEMBERS ABSENT: T. Fritter (Excused), R. Pond (Excused)

OTHERS PRESENT: J. Rebholz, A. Robertson, G. Mitchell, A. Robertson, M. Knetter

At 2:00PM, Committee Chair Russell Kutz called the meeting to order and introduced Ms. Alisa Robinson of the CDO for the purpose of briefing the Committee on the fourth campaign in UW history. Ms. Robinson provided a printed outline of the campaign and explained that it will run until 2020 with a goal of $3.2 billion to be raised. Ms. Robinson described the campaign as the most ambitious in UW history and noted that all of the stakeholder groups on campus will play a role. Ms. Robinson also reviewed the seven and a half year timeline for the campaign and discussed the messaging in regard to incoming financial support in the context of State Budget debates. In addition Ms. Robinson discussed the features of the campaigns website.

Mr. Whitesel arrived.

Ms. Robinson reviewed the plans for events associated with the campaign. Discussion was heard regarding peer to peer communication and the question was raised regarding existing psychological barriers that may be challenging to introducing an internal element of the campaign in which funds would be solicited from employees. Discussion was heard both in the negative and the positive in regard to conducting such outreach. Discussion was heard as to the formation of a sub-group to advise on an internal campaign. Discussion was also heard regarding communicating the particulars of the campaign to Congress.

Chair Kutz directed the attention of the Committee to the draft Minutes of the previous meeting. Ms. Czynszak-Lyne moved, seconded by Ms. Hilmanowski to approve the Minutes. All in Favor. MOTION CARRIED.

Chair Kutz paused for public comments, none sought recognition.

Chair Kutz recognized the Secretary for the purpose of a report. Secretary reported that the office had received compliments on the blog in the last week from members of the Faculty in such Departments as Classical and Ancient Near Eastern Studies, Philosophy, and German, among others.

Chair Kutz provided a report to the Committee which included an update regarding the activity of the statewide shared governance group which was scheduled to meet with Mr. David Ward to discuss the
status of Regent Policy 20-20. The group also intends to discuss legislation related to carrying concealed weapons and also campus attendance polices.

Chair Kutz opened discussion on the formation of an Ad-Hoc Committee on Work Rules. Ms. Czynszak-Lyne moved, seconded by Ms. Droes, to solicit applications from the full University Staff for four University Staff seats on a Committee on Work Rules. Final selection of applicants to be made by the Chair of the Executive Committee. Remainder of committee composition to be in accordance with the Charge, allowing for one each from the Student, Faculty, and Academic Shared governance groups to be selected by the respective groups. Committee will also have ex-officio members as called for in the Charge.

Opposition heard regarding the transparency of the proposed process to the exclusion of Congressional participation particularly as it relates to the Nominations Committee. Discuss heard that the motion is a deviation from the process in most recent use in regard to selecting committee members and if executed would further serve to polarize Congress and the Executive Committee. Discussion heard that if a committee were to be formed based on the proposed method, Congress would likely reject any recommendation the committee would come up with as the committee would be viewed as illegitimate.

Discussion heard that the participation of Administration personnel as ex-officio members will aid in the drafting of the proposals that will be acceptable to all.

Mr. John Newton arrived.

Question was rasied as to the involvement of Congress with the new committee. Reply came that Congress will have final approval but work rules will be reviewed in conjunction with other shared governance groups. It was noted that other campuses in the System have taken a similar approach.

Discussion was heard that the motion to create the committee should be dealt with separately from the motion on the process for application and selection. Maker of motion and seconder of motion were both agreeable to this separation.

Chair Kutz informed committee they would proceed with a vote on the motion to create the committee and it’s confirm it’s composition.

Objection to motion heard that creation of new committees should be an action by taken by Congress and that the Executive Committee has been disbanding it’s old committees in favor of the creation of new Congressional committees and the Executive Committee should not now reverse that trend. Reply came that the Executive Committee is within it’s rights to create committees and an Ad Hoc Committee is more appropriate for the Executive Committee to create where a standing committee would be more likely formed by Congress.

All in favor of the motion to create the committee with the exception of Ms. Meinholz and Mr. Newton who voted no. MOTION CARRIED.
Chair Kutz informed the committee they would proceed with a vote on the motion to recruit University Staff committee members through an open application process and have the Chair of the Executive Committee make the selections from among the applicants.

A roll call vote on the motion was requested. Seat 1 – Yes, Seat 2 – No, Seat 3 – Yes, Seat 4 – No, Seat 5 (absent), Seat 6 – No, Seat 7 – Yes, Seat 8 (absent), Seat 9 – No. MOTION FAILED.

Mr. Newton moved, seconded by Ms. Hilmanowksi, to accept applications from the University Staff and send those applications to the Nominations Committee for selection. A roll call vote was requested.

   Seat 1 – No, Seat 2 –Yes, Seat 3 – Yes, Seat 4 – Yes, Seat 5 (absent), Seat 6 – Yes, Seat 7 – No, Seat 8 (absent), Seat 9 – Yes. MOTION CARRIED.

Chair Kutz recognized Mr. Gary Mitchell, President – Elect of the UW-Madison Retirement Association, for the purpose of discussing the expansion of expanding the Emeritus role of University Staff. Mr. Mitchell reported that he believes that the advantages of and the availability of Emeritus Status are not well known to the University Staff. Mr. Mitchell noted that some of the advantages of the status include; access to libraries and rec. sports facilities, a directory listing and 24 parking options per year in gated lots. Mr. Mitchell noted the availability of a template letter that applicants could use. Mr. Mitchell expressed his concern that the Physical Plant has stated their intention not to grant Emeritus status to anyone.

Concern was expressed regarding the use of the word “distinguished” to describe the service required by an employee to gain Emeritus status. Discussion was heard that each employing unit is independent and allowed to institute their own procedures, which includes getting an internal Executive Committee approval for Emeritus Status.

Discussion was heard that greater outreach to Congress regarding availability of Emeritus status would be useful in building awareness among the University Staff.

Chair Kutz opened discussion in regard to the proposed survey, now being considered by the Communications Committee.

Question was raised as to the desired outcome of the survey. Reply came that engagement of the staff is the immediate goal. Discussion heard surrounding what the correct number of questions for a survey might be. Discussion heard that follow up opportunities from questions should be built into the survey itself. Discussion heard that questions should be crafted around the objective of the survey, and therefore objective should be clearly stated.

Ms. Droes was excused for the remainder of the meeting.

Discussion heard that consulting the Survey Center or similar experts would prove useful in the process and should be recommended to the committee. Discussion head that no survey at all is better than a survey that is badly constructed.
At 4:00PM, Ms. Meinholz moved, seconded by Mr. Newton, to adjourn the meeting. All in Favor. 
MOTION CARRIED.

Minutes prepared and submitted by: J. Lease / Secretary