MINUTES
UW-Madison Classified Staff Executive Committee
12.18.14


Members Absent: L. Meinholz (Excused), M. Bradley (Excused)

Others Present: P. Sheehan, J. Klippel, M. Walters, D. Bazzell, S. Hildebrand, J. Rebholz

At 2:00PM Chair Kutz called the meeting to order.

Ms. Czynszak-Lyne moved, seconded by Ms. Hilmanowski, to approve the Minutes of 12.11.14. All in Favor. MOTION CARRIED.

Chair Kutz paused to recognize any who wished to appear under ‘Public Comments’. Mr. Terry Fritter stated that as of 1 January the classified employees of the buildings and grounds department at UW-Superior would be dismissed and that this is in stark contrast to a $40,000 raise for the Chancellor of the same institution. Mr. Fritter concluded that this reflects poorly on the stated goal of the UW-System to serve the community.

Chair Kutz recognized Mr. Fritter for the purpose of providing a report on the actions of the Professional Development and Tuition Committee. Mr. Fritter provided details of the approved request of Ms. Paula Gates.

Ms. Czynszak-Lyne moved, seconded by Ms. Hilmanowski, to approve the requested reimbursement of $1,000 to Paula Gates. All in Favor. MOTION CARRIED.

Chair Kutz opened discussion on the recommendations of the Nominations Committee.

Pursuant to Open Meetings exemption: Wis. Stats. 19.85 9 (c ) and (f), Ms. Czynszak-Lyne moved, seconded by Mr. Petters, to meet in closed session. All in Favor. MOTION CARRIED.

***closed session***

Ms. Czynszak-Lyne moved, seconded by Mr. Petters, to return to open session. All in Favor. MOTION CARRIED.

Ms. Czynszak-Lyne moved, seconded by Mr. Pond, to approve the nomination of Ozzyie Chen to the Campus Diversity and Climate Committee. All in Favor. MOTION CARRIED.

Chair Kutz opened discussion on the dissolution of the Grievance Committee.

Ms. Czynszak-Lyne moved, seconded by Mr. Petters, to dissolve the Grievance Committee. All in Favor. MOTION CARRIED. Secretary was instructed to send a letter of thanks to those who had served.
Chair Kutz recognized Ms. Cyznszak-Lyne for the purpose of providing an update regarding the Personnel Policy and Procedures Committee. Ms. Cyznszak-Lyne reported that a first read of the Probationary Policy has been completed.

Question was raised as to how many people fail probation. Mr. Patrick Sheehan of the Office of Human Resources responded that it is a very small percentage and that most who fail do so because of attendance issues.

Discussion was heard that it may be advantageous for employees to operate under a system of a 12 month probation. Further discussion was heard that a 12 month probation may be well suited to those work areas that are cyclical in nature. Response was heard that creating a six month probation for some and a 12 month for others would lead to an even greater hierarchical system than already exists. Response that a hierarchical system already exists and is based on wages.

Question was asked if anyone on probation has ever requested of OHR that their probation be extended. Reply was in the negative. Further response provided saying that it has occurred that supervisors have stated that an employee may show improvement if probation were longer, but they were forced to make an up or down choice on pass or fail within the six month time frame.

Chair Kutz recognized Mr. Mark Walters of OHR to discuss the Classified Employee Recognition Awards. Mr. Walters reported that his office has administered the awards for 15 years and has confidence in the system that has been used up to this point. Mr. Walters said he would provide CSEC with whatever assistance or information they requested.

Ms. Jennifer Klippel of the Madison Budget Office reported that monies have been allocated for the cash prizes that accompany the award, by the Vice Chancellors office, and noted that the funds do not come from general purpose revenue.

Chair Kutz temporarily concluded discussion on the CERA program in order to recognize Vice Chancellor Bazzell.

Vice Chancellor Bazzell responded by providing a brief review of the events of the past year in classified staff shared governance. Vice Chancellor Bazzell said that classified staff could take pride in their work and suggested that CSEC and the Congress begin to consider what, upon conclusion of the HR Design related policy drafts, they hope to focus on next.

Discussion was heard that the campus is still in need of a computer usage policy that increases access for the staff. Vice Chancellor Bazzell said he remains committed to the deployment of resources in this regard and is willing to speak with his managers on this topic. Vice Chancellor Bazzell concluded that the greater issue is likely the policy rather than the technology.

Question was raised regarding a possible Medical School and UW Hospital merger. Vice Chancellor Bazzell replied that that would not be possible, but there is a plan to merge the UW Medical School Foundation and the Hospital.
Question was raised as to the political and public relations impact of recent large financial gifts to the University. Vice Chancellor Bazzell replied that although the timing presents a challenge it is important strategically to launch capital campaigns and these gifts open conversations with other donors.

Vice Chancellor Bazzell was excused with the thanks of the committee.

Chair Kutz entertained a motion to create a Classified Employee Recognition Award evaluation committee.

Mr. Pond moved, seconded by Ms. Hilmanowski, to create an Ad-Hoc Classified Employee Recognition Award Selection Committee composed of 5 members, 3 of whom would be from the permanent classified staff and 2 of whom serve on CSEC, all nominees to be chosen by the Nominations Committee. All in Favor. MOTION CARRIED.

Chair Kutz informed the committee that all materials regarding the CERA evaluation and application process would be reviewed at the CSEC meeting of 8 January, which would be scheduled as a three hour meeting.

Chair Kutz opened discussion on the Congressional Agenda for January and recognized Mr. Jake Rebholz, Congressional Liaison.

Discussion was heard that the agenda could include a brief presentation by Lynn Edlefson, to speak on child care grants available to classified employees. A request for such an appearance had been received at an earlier time.

Discussion was heard regarding the request to add a place on future agendas for memorials honoring classified staff decedents. Concerns were expressed in this regard as to amount of time needed and available.

The possible creation of a committee to examine districting was discussed, in order to meet changes brought about by HR Design and the next Congressional election. Mr. Fritter requested that the Minutes reflect the thanks of the CSEC for the work conducted by Ms. Droes and Mr. Gene Masters, to launch a functioning districting database now in use by classified staff.

At 4:05PM, Mr. Pond moved, seconded by Ms. Droes, to adjourn the meeting. All in Favor. MOTION CARRIED.

Minutes prepared and submitted by: J. Lease / Secretary