
Members Absent: J. Newton (Excused)

Others Present: M. Walters, P. Sheehan, L. Fisk, S. Baculik

At 2:00PM Chair Kutz called the meeting to order. Chair Kutz informed the Committee that Mr. John Newton has accepted CSEC Seat 2 to replace Mr. Mike Bradley. Mr. Newton will attend his first meeting next week.

Chair Kutz recognized Mr. Mark Walters of the Office of Human Resources, who in turn introduced the team working on the Recruitment, Assessment, and Selection Policy.

In discussion of the policy, Mr. Walters noted that procedural guidelines may need to be separated from the policy. Mr. Walters described the policy as “evolving”.

Ms. Baculik stated that the university is moving away from State mandates and exam process and creating a system very similar to academic staff.

Ms. Fisk directed the attention of the committee to an executive summary contained in their materials which included a side by side comparison chart. Ms. Fisk noted that one website will be used by candidates and a strong focus will be placed on assessment criteria and benchmarks, which are developed before the position is advertised.

Ms. Fisk noted that each division will be asked to submit a recruitment plan to provide checks and balances to avoid favoritism in hiring.

Question was raised why academic staff is not brought more into line with classified staff hiring rather than the other way around. Reply came that an exam process for everyone does not make sense.

Concern was expressed that the proposed policy will accommodate favoritism in hiring. Reply came that a civil service process remains, in which a person has to be qualified. It was acknowledged that not all academic staff practices are best practices and not all will be adopted.

Concern was expressed that independent checks and balances are not in place when it comes to hiring.

Reply came that those hiring are most likely to be motivated to hire the best person who can get the job done.

Concern was expressed that qualified applicants often don’t want to go through the existing exam process.
Discussion was heard that the proposed process provides an ease of application.

Question was raised regarding the ability of central campus to police individual colleges. Reply came that there is a new emphasis on how hiring is done and that standards and guidelines will be presented to those hiring and in the end the responsibility is theirs.

Mr. Walters noted that audits can be conducted to examine if schools and colleges are conducting hiring appropriately.

Question was raised if there was an appeal process. Reply was that the policy draft does include information about where to go if there is a complaint.

Opposition to IE waiver stated. Discussion heard that waiver is in conflict with the intent of the TE policy.

Reply came that the goal is to try to put people into jobs they have been doing for years. Objection heard that the waiver is not part of a merit system.

Question was raised as to the procedure for shared governance to review the policy. Reply came that Personnel Policies and Procedures committee has a schedule established through June. Objection was heard that despite the time OHR personnel spent in consultation with the committee, the end result did not bear fruit at the Congressional level and the productivity of participating in the Committee meetings was questioned.

Secretary noted that policy drafts are released to CSEC, the PPPC, and the full Congress at the same time. Secretary noted that individual Representatives review the documents on their own and come to Congress meetings with their own ideas and amendments based on their independent review. Secretary noted that he thought the ‘executive review’ provided for the RAS policy was useful. Secretary further noted that if there is concern regarding the timeframe Congress has to approve policies, then decisions would have to be made at the Congressional level regarding length of time spent on debate and submission of amendments in advance.

Objection was raised regarding what was deemed the setting of false deadlines when any policy can still be changed to meet classified staff suggestions even after 1 July. Mr. Walters replied it is correct that policies can be changed post-July 1, but personnel will have to be initially trained using a draft approved prior to that time.

Mr. Walters, Ms. Fisk and Ms. Baculik were excused with the thanks of the committee.

Chair Kutz opened discussion on the Minutes of the previous meeting. Ms. Czynszak-Lyne moved, seconded by Ms. Droe, to approve the Minutes. All in favor with the exception of Meinholz, Petters, and Pond who abstained. MOTION CARRIED.

Chair Kutz paused for public comments. Ms. Meinholz asked if it might be possible to use a consultant to investigate sound abatement for the office. Secretary replied in the negative due to costs.
Mr. Pond noted that the 2nd and 3rd shift joint Congressional District meeting took place. Mr. Pond described it as having mixed results and with mixed reviews from those who participated. Classified Staff from the shifts were well represented but not all of the Congressional Representatives themselves took part and those who did were not all fully prepared. Mr. Pond noted a distinct lack of knowledge regarding to which Congressional District a person belonged. Mr. Pond concluded that the event was “fairly productive”.

Chair Kutz recognized Ms. Meinholz to provide a report from the Nominations Committee. Ms. Meinholz informed the committee that two names were selected to represent classified staff on the Ad Hoc Committee on Hostile and Intimidating Behaviors, as well as one person being chosen as an Alternate.

Ms. Czynszak-Lyne moved, seconded by Ms. Hilmanowski, to confirm the appointment of Neville Paul and Gwen Jordan to serve on the Ad Hoc Committee with Steve Heimerl as an Alternate. All in Favor. MOTION CARRIED.

Chair Kutz recognized Mr. Patrick Sheehan to review the latest draft of the Hostile and Intimidating Behavior policy. Mr. Sheehan reviewed the policy.

Ms. Czynszak-Lyne moved, seconded by Ms. Meinholz, to approve the policy as submitted. All in favor with the exception of an abstention by Mr. Fritter. MOTION CARRIED.

Chair Kutz recognized the Secretary for an update on the filings for the Congressional election. Secretary provided the latest numbers. Discussion heard that an outreach effort must be made regarding the importance of a strong participation by voters, even if their district has an unopposed candidate.

Chair Kutz recognized Ms. Meinholz for an update on the statewide council teleconference. Ms. Meinholz reported that the fairness of various early retirement schemes were discussed. It was also noted that UW-River Falls has given layoff notices to some of their academic staff.

Chair Kutz inquired as to who may be able to attend the EAO Consultant sessions. Ms. Czynszak-Lyne will attend as a representative of classified staff shared governance.

Chair Kutz informed the committee of the dates for finalists appearances from candidates for the Dean of the Graduate School. Ms. Meinholz will attend sessions on behalf of classified staff shared governance.

Chair Kutz informed the committee that the framework for diversity sessions were now underway and encouraged committee members to take part.

Chair Kutz announced that later this month classified staff will be made aware of opportunities to apply for vacancies on certain campus committees of shared governance.

At 4PM, Ms. Meinholz moved, seconded by Mr. Petters, to adjourn the meeting. All in Favor. MOTION CARRIED.
Minutes prepared and submitted by: J. Lease / Secretary