MINUTES

UW-Madison University Staff Congress

16 November 2015

All members present with the following exceptions:

EXCUSED ABSENT: B. Wilson (169), C. Stodd (177), A. Berry (191), A. Rosas (192), E. Schafer (202), H. Udelhoven (203)

ABSENT: L. Bilke (122), C. Corbett (125), B. Peters (130), A. Schueller (134), M. Monroe (135), K. Woelke (136), M. Adem (139), M. Jacobson (141), J. Yanzapanta (145), M. Diebold (149), T. Witte (151), G. Goplin (173), J. Whitesel (USEC-3)

In addition, 11 Alternates were present.

At 2:30PM, Vice Chancellor Darrell Bazzell called the meeting to order and informed the Congress that a quorum was present.

Vice Chancellor Bazzell directed the attention of the Representatives to the draft Minutes of the previous meeting. A motion was heard to approve the Minutes. A second to the motion was heard. All voted in favor. MOTION CARRIED.

Vice Chancellor Bazzell asked if any wished to appear to make public comments. None sought recognition.

Vice Chancellor Bazzell began his remarks to the Congress by detailing the $1 million compensation fund that has been allocated to begin in March of next year. Those units without 101 funding are also being encouraged to provide some compensation to their employees.

Representative of USEC Seat 5 inquired how this money would be allocated and how notifications and policies are made on performance evaluations.

Vice Chancellor Bazzell replied that it would be based on budget and would depend on the criteria.

Representative of District 132 inquired if this was a stipend or an hourly adjustment of wages.

Reply came that it would be a permanent ongoing base building salary adjustment.

Representative of District 197 inquired if there are any procedures in place to ensure that monies are allocated based on merit.

Reply came that the awards will be reviewed centrally to ensure that they are appropriate.

Representative of USEC Seat 5 inquired if OSER and campus make the final decision.

Reply came that campus makes its own and the final decision in this regard.
Representative of District 109 inquired as to the time frame of the disbursement.

Reply came that units have discretion in this regard but have been requested to make the disbursement by March of next year.

Representative of District 109 inquired as to the criteria for awarding increases.

Reply came that the details in this regard could be examined on the OHR website.

Vice Chancellor Bazzell recognized Mr. Russell Kutz, for the purpose of providing a report from the Executive Committee.

Mr. Kutz noted that Mr. Mark Walters of OHR had briefed the Executive Committee on the compensation fund pay adjustment policy. In addition, Mr. Kutz reported that Mr. Patrick Sheehan of OHR had appeared before the committee to review the Campus Hearing Officer procedures as well as the campus shared governance participation policy. Mr. Kutz concluded his report by informing the Congress that the next Executive Committee meeting would be on 3 December and would include an appearance by Vice Chancellor Bazzell and a discussion of the library consolidation plan.

Representative of USEC Seat 5 stated that according to the Minutes of the Executive Committee of 29 October, which he acknowledged he was not present for as he was attending a professional conference, it stated that Mr. Kutz would be serving as the University Staff Representative on the Title and Compensation Study Advisory Council. Representative of Seat 5 inquired how Mr. Kutz was selected.

Reply came that the Chairs of Shared Governance bodies were selected to serve in the seats on the Advisory Council.

Representative of USEC Seat 5 responded that University Staff shared governance has a process for selecting representatives as laid out by the Congress and the Nominations Committee and that OHR should not be selecting representatives of University Staff shared governance.

Representative of USEC Seat 5, moved to call for the Nominations Committee to select the University Staff representative on the Compensation and Title Study Advisory Council.

Representative of district 112 stated that he has never had the opportunity to vote for any representatives of University Staff shared governance and that names selected by the Nominations Committee should be reported to the Congress.

Representative of USEC Seat 1 stated that action in regard to appointments to the Advisory Council does not appear as an agenda item and that action has already been taken to appoint a member.

Vice Chancellor Bazzell stated that if Congress decides to proceed with their existing process, it has a right to do so. Vice Chancellor Bazzell then called for a vote on the motion. Vice Chancellor determined that the AYE votes constituted a majority. MOTION CARRIED.
Representative of USEC Seat 5 inquired as to the status of the Representative of USEC Seat 1, as the Minutes of the meeting of 29 October noted a discussion about whether or not she is retired. Representative asked if the incumbent of Seat 1 is still reporting to a full time job on campus.

Reply came for the Executive Committee Chair that all members of the Executive Committee are full time permanent employees.

Representative of USEC Seat 5 repeated his inquire as to if the incumbent of Seat 1 is reporting to work on campus.

Reply came that the incumbent of Seat 1 is a full time permanent employee.

Representative of USEC Seat 5 noted that according to the phone and email of the Department, the incumbent of Seat 1 no longer works at the L&S Honors Program and therefore he wished to know where she reported to work.

Reply came that the incumbent of Seat 5 was absent for a number of weeks of combined vacation and conference attendance but his status as a representative was not called into question.

Representative of USEC Seat 5 stated that the difference is when sabbatical is used to extend until retirement and wished to know if that is the case in regard to the incumbent of Seat 1.

Executive Committee Chair said he could not answer in that regard.

Representative of USEC Seat 5 inquired if the incumbent of Seat 1 has an assigned task at work or has a person to report to as a supervisor on a daily basis.

Representative of District 101 requested that the Congress proceed to the next agenda item.

Representative of USEC Seat 5 asked in the next USEC Agenda to have more discussion on this issue and report back to Congress Representative of USEC Seat 5 also noted that there are 18 others who ran for the seat in the last election and could be in line to serve if the seat was vacated.

Reply came that the Representatives personal opinion on this matter was noted and that the bylaws are and will be fully enforced.

Representative of USEC Seat 5 noted that when candidates were recruited to run for the Executive Committee it was clearly communicated that no part time or project employees were eligible.

Vice Chancellor Bazzell recognized the Chair of the Bylaws Committee, Mr. Bruce Goldade for the purpose of providing a report from the Committee.

Mr. Goldade noted that the committee continues to meet once a week on Friday mornings and as of this time has one final section of the draft to review. Upon final approval by the committee of the draft, both the draft itself and an executive summary will be released to Congress. Mr. Goldade noted that the plans as of now are to schedule time for discussion of the bylaws at the December meeting of Congress and a vote on the document at the January meeting.
Vice Chancellor Bazzell stated that unless there was objection, the Congress could proceed with the agenda and suspend business upon the arrival of the Chancellor so that she could make her remarks. No objection was heard.

Vice Chancellor Bazzell opened discussion on the Hostile and Intimidating Behaviors Policy. The Vice Chancellor noted that when debate was postponed at the previous meeting, an amendment was under discussion and directed the attention of the congress to that amendment.

Representative of USEC Seat 5 moved to refer the amendment and the policy to the HR Design Policy Advisory Committee. A second was heard.

Representative of USEC Seat 7 questioned the motion, stating that there isn’t any HR Design Policy Advisory Committee.

Representative of USEC Seat 5 noted that the Chair of the HR Design Policy Advisory Committee has already reported to Congress on the issue of the Hostile and Intimidating Behaviors Policy without objection.

Representative of USEC Seat 7 stated that to consider the amendments to the policy a committee should be formed for that purpose.

Representative of USEC Seat 5 noted that the Charge of the HR Design Policy Advisory Committee allows for the review of any and all policies that affect University Staff.

Representative of USEC Seat 4 noted that the intent of the HR Design Policy Advisory Committee is to review policies and that the Vice Chancellor has met with the committee for that purpose and provided positive feedback as to his appearance there. Representative of USEC Seat 4 confirmed that it was a Committee of Congress.

Representative district 112 inquired how long the term was for the Committee.

Reply came that the term was one year.

Representative of District 161 stated that he is familiar with the previous debates surrounding the Charge of the HR Design Policy Advisory Committee and stated that the Committee was organized properly and is dispensing its charge appropriately based on the motions made at Congress and urged sending the amendment back to the committee.

Representative of District 109 stated their support for returning the policy to committee, stating that the most important relationship on campus is the one between employee and manager and the policy needs more review to create a well thought out document.

Representative of District 170 stated that if the committee then in question can be shown to be in existence the policy should be referred there.

Representative of District 112 inquired as to the availability of minutes of the committee in question.
Reply came that the committee Minutes are posted online.

Vote was taken on the motion to send the drafted policies to the HR Design Policy Committee. Vice Chancellor Bazzell, acting as chair, determined that the AYES were in the majority. MOTION CARRIED.

Vice Chancellor Bazzell recognized Mr. Jake Rebholz, Congressional Liaison, for the purpose of accepting District reports and suggestions for future agenda items.

Mr. Rebholz opened the floor to District reports. None sought recognition in this regard. Mr. Rebholz opened discussion on future agenda items.

Representative of District 111 requested that discussion of operational areas be added to a future agenda, stating that the use of operational areas has essentially nullified layoff protections.

Reply came that the request will be dealt with on a future agenda as soon as time permits.

Representative of District 107 stated that she felt the HR Design policies reviewed by the Congress should be posted to the web.

Reply came that HR Design policies are posted on the OHR website rather than the Shared Governance website.

Representative of District 109 agreed with the comments of the previous speaker regarding the posting of documents and noted that she has made this request before and that it is difficult to follow the progress of the suggestions of the Congress to the final draft of the implemented policy without these documents being posted.

Reply came that it can be difficult to track each version of the policies as new amendments are made and a final policy is determined. The Congressional liaison noted his willingness to discuss further how this process is handled.

Vice Chancellor Bazzell introduced Chancellor Rebecca Blank.

(Applause heard in the hall)

Vice Chancellor Blank thanked Executive Committee Chair Russell Kutz and Congressional Liaison Jake Rebholz for the invitation to speak before the Congress. Chancellor Blank expressed her gratitude for the Congressional involvement in the process of HR Design and referred to the implementation of HR Design as a “process” rather than “a single event.” Chancellor Blank stated that the aim is to make HR Design “adaptable” as it was designed for all the staff.

Chancellor Blank noted the implementation of a living wage and that it would be elevated in January. The Chancellor acknowledged the concern over wage compression.

Chancellor Blank noted the university’s creation of its own job posting system and noted stated that a title and compensation study would be need to be completed before major changes could take place. The Chancellor also acknowledged the inequities as it related to title issues.
Chancellor Blank reviewed the impact of cuts made in the last State budget and noted that the approval of a removal of a cap on out of state four year enrollment will be used to address the declining state admissions pool.

Regarding shared governance Chancellor Blank noted that she has requested the Shared Governance Chairs to develop a statement in regard to the campus commitment to shared governance.

Chancellor Blank stated that diversity issues must always be addressed in order to create a more inclusive campus community.

Chancellor Blank noted that UW-Madison was named one of the top 25 public universities in the world and is in the top four in the United States, but that a series of negative articles, stemming all the way to the national press, have had a negative impact. Despite this the Chancellor stated that time to degree is going down and that educational outcome overall have been improving of the past five years.

Chancellor Blank stated that the biggest challenge is to put the university on a stable financial basis. The Chancellor outlined details of the fundraising campaign now underway and clarified that the gifts are not discretionary and do not fill the gaps State budget cuts.

Chancellor Blank concluded her remarks by once again thanking the staff for the work they do on campus, and referred to the winners last year of the Classified Staff Employee Recognition Awards as an example of the varied and critical work performed by the staff.

Representative of USEC Seat 5 noted that one of the winners of the 2015 CERA was Carmen Romero Gonzalez who was present at the meeting and introduced her. (Applause heard in the hall).

Representative of USEC Seat 4 asked if it was possible that a Compensation and Title Study could result in a reduction of wages.

Reply came from the Chancellor that compensation will be linked to titles and markets will be examined beyond campus. She noted that it would be unlikely that the salary of an existing employee would be lowered but changes could occur in that title as far as new hires were concerned. The Chancellor concluded that she was unaware of any compensation and title study the resulted in lowering salaries.

Representative of USEC Seat 4 stated that a bad morale results when long time employees are asked to train new hires who are brought in at higher salaries.

Chancellor Blank responded by saying that the number of years that State employees have gone without a raise is “unconscionable”.

Representative of District 110 inquired why a fundraising campaign linked directly to benefiting University Staff could not be part of the development program.

Reply came that a significant amount of the funds was raised for University Staff and will benefit the Divisions in which University Staff works.
Representative of District 110 stated that it would be great if the intention of raising funds is for University Staff and hopefully University Staff will be able to raise its profile, with the help of the Chancellor, so that retention of University Staff is regarded as important as retention of Faculty.

Reply came that it is difficult to persuade donors to support existing operations as they would rather support new programs. An additional challenge exists in getting donors to provide money for operations they may not view as productive.

Representative of District 110 stated that she hopes morale is addressed as a campus issue and encouraged the Chancellor to reach out to managers to encourage that they express their appreciation to employees.

Reply came that the campus should show it’s appreciation to employees and that appreciation can come in different forms.

At 3:50PM, Vice Chancellor Bazzell entertained a motion to adjourn the meeting. Motion to adjourn was heard, as was a second to the motion. All voted in favor. MOTION CARRIED.

Minutes prepared and submitted by: J. Lease / Secretary