MINUTES
University Staff Executive Committee Meeting
01.28.16


MEMBERS ABSENT: J. Newton (Excused)

OTHERS PRESENT: P. Sheehan, P. Sims, C. Hampton, D. Bazzell,

At 2:00PM, Chair Kutz called the meeting to order and instructed the Secretary to note those present.

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 to accept public comments.

Ms. Czynszak-Lyne noted that concern was expressed to her that the Blog posts appear to be disproportionately male-centric. Ms. Czynszak-Lyne noted she examined the most recent 26 entries of which only four were regarding women. Secretary noted concern and said he would work with the editor to conduct an audit of all posts, as they are over 100, to see what the numbers show.

Mr. Fritter noted that this was the week in 2010 that historian Howard Zinn died. Mr. Zinn was the author of, ‘A Peoples History of the United States’.

Ms. Czynszak-Lyne noted that she had attended the UW-System sponsored Strategic Planning Session this week and encouraged others to attend the next session.

Mr. Pond arrived.

Chair Kutz directed the attention of the Committee to copies of materials in their packets related to the Strategic Planning Session and noted his intention to participate.

Mr. Pond expressed concern and disappointment that while members of the Executive Committee and Congress have frequently expressed their view that all opinions should be heard in shared governance, that belief was not reflected in the actions of the Congress to cut off debate regarding adoption of the Bylaws.

Ms. Hilmanowski noted that she received comments from people who felt they were denied the opportunity to discuss the amendments submitted for consideration regarding the Bylaws.

Chair Kutz recognized the Secretary for the purpose of a report.
Secretary noted that the website is currently undergoing revisions to reflect various changes brought about by the adoption of the Congressional Bylaws, this includes the renaming of certain committees. Secretary noted that the office and the website are now putting themselves on an election footing and the Bylaws adoption helps pave the way for the message to be crafted to the Congress, the staff at large and the Executive Committee, which is now eligible to run for Congressional seats while maintaining their Executive Committee seats until a new committee is seated after the Congressional election.

The Secretary noted the increase frequency of Congressional outreach to constituents via email through use of the Wisclist provided by the Communications Committee. Secretary noted that these same lists would be use to communicate directly to vacant districts, both in regard to Congressional matters as well as regarding the election.

The Secretary reported that the Blog continues to increase in readership and in responses. The Secretary pointed out a new posting regarding a member of the University Staff and hopes that more such stories are submitted. In the meantime, the Secretary noted incoming positive comments from two professors in the School of Music and from the Director of the French Masters Program.

The Secretary informed the Committee that interest in Search and Screen participation remains high, with the Appointments Committee having mad selections for the Bursar and the Risk Management Director Search and Screens from applicants who had never applied for anything in shared governance previously.

The Secretary updated the Committee on the number of awards nominations received, with 53 nominations now have been submitted. The Secretary encouraged members of the Committee to submit nominations. The Secretary concluded by reminding the Committee of the Black History Month events planned for 2 February.

Chair Kutz reported to the Committee that the Associated Students of Madison are proposing a Committee of shared governance regarding implementation of a living wage for students and that this committee would contain two seats for University Staff.

Chair Kutz opened discussion on the February Congressional agenda and recognized the Secretary for the purposes of a review. The Secretary noted that Gary Mitchell would speak to the Congress regarding Emeritus Status and that the Children in the Workplace Policy was scheduled as an action item.

Chair Kutz recognized Ms. Hilmanowski regarding the subject of a reduction in the number of USEC meetings.

Ms. Hilmanowski recommended a reduction to a schedule of twice monthly meetings. Ms. Hilmanowski cited the lack of actionable items as a reason for doing so.

Concern was expressed that a standing date is necessary and that the announced planned departure of the Vice Chancellor for Finance and Administration may increase the number of items on the agenda in the near future.
Concern was expressed that to hold dates on schedules, only to have them cancelled creates disruption for those planning to participate. Discussion heard that it is easier to cancel the dates than to schedule additional meetings that may be need when topics come up with short notice.

Concern was expressed that items are being added to the agenda with the sole goal of filing time and that repeat appearances by speakers on identical topics are becoming commonplace. Chair Kutz disputed this characterization of the construction of the agenda.

Discussion was heard that the Executive Committee no longer holds the same responsibilities as it had in the past and therefore the frequency of meetings can be reduced. Discussion heard that other shared governance groups meet with similar frequency as the current schedule of the University Staff. Reply came that once a week meetings now seem excessive. Response heard that February may only require three meetings. Discussion heard that cancellations should come at least a week in advance.

Ms. Hilmanowski moved, seconded by Ms. Meinholz, to change the schedule of the Executive Committee to meet twice per month. All in favor with the exception of Ms. Czynszak-Lyne, Ms. Droes and Mr. Pond who voted in opposition and Mr. Kutz, who abstained. MOTION CARRIED.

Chair Kutz opened discussion on the proposed budget committee. Chair Kutz reported that shared governance groups were invited to meet to discuss the need and / or the interest in a budget committee. Chair Kutz noted that it has been proposed that this be a stand-alone committee with three year terms for the members and that each group have three members. Chair Kutz concluded that the Secretary of the Faculty will draw up a proposal based on the discussion.

Chair Kutz recognized Vice Provost Sims for the purpose of discussing the report, ‘Forward Together, a new era for diversity and inclusion’. Vice Provost Sims noted for the Committee that the Framework Implementation Advisory Group has not yet met as it is lacking a Faculty member. Vice Provost Sims stated that he now wishes to activate the group and will continue to work to identify a Faculty member. Vice Provost Sims discussed his plans to coalesce efforts and maximize participation.

Vice Provost Sims noted that the fall diversity events will allow for participation from 2nd and 3rd shift employees and that these events will include food. Vice Provost Sims also discussed the Diversity Inventory Project before concluding his remarks in which he suggested a causal get-together with interested members of the committee to continue the dialogue.

Vice Provost Sims was excused with the thanks of the Committee.

Chair Kutz recognized Vice Chancellor Darrell Bazzell. Vice Chancellor Bazzell was congratulated by members of the Committee on his acceptance of a new position off campus.

Vice Chancellor Bazzell expressed his appreciation for the work the University Staff has done for campus and specifically what those involved in shared governance have accomplished for themselves. Vice Chancellor Bazzell described the adoption of the Congressional Bylaws as “an important milestone” and said that those in shared governance should feel proud that they are now in a good place with rules having been adopted.
Vice Chancellor Bazzell noted that it may be up to six months before a permanent replacement takes his place and noted the ongoing struggle with budget issues that will have to be faced on this campus as they are faced by public higher education all across the country.

Concern was expressed by members of the Committee in regard to such initiatives as shared governance and E.I.D.

In regard to the future of shared governance, Vice Chancellor Bazzell stressed the importance of the passage of the Congressional Bylaws noting that “the more you can institutionalize what you are doing the more secure you will be.”

Vice Chancellor Bazzell noted that he has discussed with the Directors how to execute and respond to the next E.I.D survey which is scheduled to be released this month.

Vice Chancellor Bazzell concluded that the more action on the ground, the more such initiatives will be able to sustain themselves and noted the adoption of the Bylaws and the successful conducting of two Congressional elections with a third scheduled as examples.

Question was raised as to how best to support those workers on 2nd and 3rd shift, most of whom are in departments that report to the VCFA.

Vice Chancellor Bazzell noted that the requests of those on 2nd and 3rd shift are modest and cited his observations from a 2nd and 3rd shift event he attended, concluding that the requests of those on those shifts were within the means of the University.

Question was raised as to how leverage can be put on Housing and Physical Plant to create opportunities for employees to gain computer access.

Vice Chancellor Bazzell responded that reports of abuse of such access and how to respond to such reports so that access is not curtailed is critical in this regard and that he remains open to ideas on the subject.

Question was raised as to what the Vice Chancellor viewed as his greatest campus accomplishments.

Reply came that the Vice Chancellor viewed his time on campus as one of creating opportunities rather than accomplishing tasks. Vice Chancellor Bazzell cited the drafting and passage of the Congressional Bylaws as an example, noting that he did not serve on the committee he simply provided them with the opportunity to meet.

Question was raised as to the loss of ability to take time to interview for positions on campus.

Mr. Patrick Sheehan of OHR responded that the guidelines in this regard were associated with previously existing transfer opportunities and that the guidelines covered very few persons but that he was willing to open a discussion on an appropriate policy language that would cover such concerns.
Question was raised if wage increases planned based on available funds would go forward despite the departure of the Vice Chancellor.

Reply came that the resources are there to do so.

Vice Chancellor Bazzell concluded his remarks before the Committee by saying he couldn’t be more pleased with what shared governance has done on campus.

Vice Chancellor Bazzell was thanked by the Committee.

(proceedings interrupted by applause)

At 4:00PM, Ms. Droes moved, seconded by Mr. Pond, to adjourn the meeting. All in Favor. MOTION CARRIED.

Minutes prepared and submitted by: J. Lease / Secretary