MINUTES
University Staff Executive Committee Meeting
02.04.16


MEMBERS ABSENT: J. Newton (Excused)

OTHERS PRESENT: P. Sheehan, M. Walters, J. Rebholz

At 2:30PM, 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 for public comments. Mr. Fritter noted that today marked the birthday of labor organizer, ‘Big Bill’ Haywood, a founding member of the Industrial Workers of the World. Mr. Fritter also noted that his was ‘Animal Research Tech Week’.

Chair Kutz recognized the Secretary for the purpose of a report. Secretary noted negative feedback regarding the Blog post, ‘World Hijab Day’, reading aloud from an email from a member of the Faculty criticizing the post. Secretary noted that in addition to this negative feedback, positive feedback on the same post was received from the Director of the French Masters Program, who stated their intention to re-post the entry on their own website, as well as from an Associate Law Professor who also serves as the Faculty Advisor to the Muslim Students Association. In addition, the Secretary informed the Committee of the successful Black History Month event, and thanked those who participated in both the day and evening venues. The Secretary concluded by informing the Committee that 70 nominations have been received for the University Staff Recognition Award, which exceeds the largest total ever received prior to the project being assigned to the Office of the Secretary, but is still short of last year’s total when it was administered out of the Office of the Secretary. Secretary noted that the deadline to enter a nomination was 23 February and encouraged members of the Committee to participate.

Chair Kutz began his report by directing the attention of the Committee to a communication from the Administrative Search Coordinator, asking for two representatives to meet with the three finalists for the position of Vice Chancellor for University Relations. Ms. Czynszak-Lyne and Ms. Droes volunteered that they were available to participate on the dates indicated. Without objection, Chair Kutz instructed the Secretary to report to the Administrative Search Coordinator that they would represent the Executive Committee in this instance.

Chair Kutz continued his report by asking that all those who received the E.I.D Survey promptly return it. Ms. Czynszak-Lyne noted that a climate survey would also be issued in the fall of this year. Chair Kutz
praised the remarks of Chancellor Blank, which he heard broadcast as she addressed the Board of Regents. Chair Kutz noted in particular her analysis of how the budget has affected the campus and how the campus has responded. Chair Kutz noted her remark that the campus was now in, “reputation recovery mode.”

Chair Kutz and Ms. Czynszak-Lyne reported on their attendance at the UW-System University Staff Rep. Council, at which the various campuses provided updates. It was noted that campuses are exploring Emeritus Status opportunities for University Staff. It was further reported that the Compensation and Title Study Advisory Council is likely to begin meeting in the Spring. It was noted that discussion has been heard that some favor a goal of a reduction in titles from the current 1,800 and that some campuses have as few as six.

Chair Kutz opened discussion on the Budget Advisory Committee and directed the attention of the Committee to the draft Charge as well as the proposed Amendments submitted by a member of Academic Staff shared governance.

Ms. Czynszak-Lyne moved, seconded by Mr. Pond, to approve the draft submission of the Faculty noting that it will be corrected to include the appointments process used by University Staff shared governance and that references to ‘Classified Staff’ will be replaced by ‘University Staff’. All voted in favor with the exception of Ms. Meinholz who abstained. MOTION CARRIED.

Chair Kutz recognized Mr. Patrick Sheehan of the Office of Human Resources for the purpose of reviewing the updated Shared Governance Participation Policy draft. Mr. Sheehan distributed hard copies of the policy and reviewed the most recent edits which he based on the previous discussions with the Committee.

Ms. Czynszak-Lyne moved, seconded by Ms. Droes, to approve the policy. Question was asked if the policy will need to be updated in view of the altered role of the Executive Committee as determined by the adopted Congressional Bylaws. Reply was in the negative. All in Favor. MOTION CARRIED.

Chair Kutz recognized Mr. Mark Walters of the Office of Human Resources for the purpose of providing an update on the Employee Choice Program. Mr. Walters provided background on the proposed changes at the Federal level that complicated the roll out of the program on campus. The salary threshold test was adjusted from approximately $23,000 to approximately $50,000. It is likely that the parameters will be finalized in July of this year and if remain as recommended would have the effect of moving approximately 2,000 members of the Academic Staff into an hourly reporting category, while remaining under the title of Academic Staff. Mr. Walters reported that 1,300 University Staff employees will have the option to move to Academic Staff and the window to do so is planned to be opened on 1 May of this year.

Concern was expressed that the policy leaves itself open for the charge that it contains a built in age discrimination element, particularly in regard to the affect it can have on long term employees.
Additional concern was expressed regarding the practice of advertising for positions at a higher salary rate than is being received by those currently in such a position on campus, particularly when the person on campus finds themselves in the position of training the incoming and higher paid employee.

Reply came that managers and directors have been advised that such a practice will cause a morale problem that needs to be addressed.

At 4:10PM, Ms. Droes moved, seconded by Ms. Hilmanowski, to adjourn the meeting. All in Favor. MOTION CARRIED.

Minutes prepared and submitted by: J. Lease / Secretary