MINUTES
University Staff Congress
10.21.19

All members were present with the following exceptions:

EXCUSED ABSENT: N. Hunter (102), R. Hernandez (116), J. Priebe (118), S. Peterson (121), T. Bresnahan (156), C. Whitworth (187), S. Li (192), C. DeMontigny (198), P. Holt (204), J. Bodnar (206)

ABSENT: A. Johnson (105), M. Monroe (135), M. Kenyon (171), M. Fennessy (177), A. Weiss (181), O. Harris (193), J. Taubel (189), L. Ketterhagen (202)

In addition, three Alternates were present.

At 2:30PM, Vice Chancellor Heller called the meeting to order and announced that a quorum was present.

Vice Chancellor Heller directed the attention of the membership to the draft Minutes of the previous meeting. A motion was heard, as was a second, to approve the Minutes. All in Favor. MOTION CARRIED.

Vice Chancellor Heller paused for public comments. None sought recognition in this regard.

Vice Chancellor Heller delivered a report to Congress, in which he announced that, for the day after Thanksgiving, in keeping with a long standing request of University Staff shared governance, a general parking amnesty would be declared, allowing employees to utilize whichever surface lot they wished.

Applause and shouts of approval heard in the hall.

Vice Chancellor Heller, in response to an earlier inquiry, informed the Congress that the new Starbucks franchise would be staffed by University Staff members.

Vice Chancellor Heller noted, that while homecoming celebrations and football game were a success, it was unfortunate that the Alumni Association and Homecoming Committee chose to release a video in which no persons of color appeared. Vice Chancellor Heller stated, that members of the campus, as well as the greater community, expressed their dissatisfaction in this regard, and that the campus has acknowledged this negative reaction, and commits itself to a message of access and upward mobility for all persons.

Vice Chancellor Heller concluded his remarks by thanking Ms. Shuwen Li, member of Congress for District 192, for her participation in the creation of a ‘China Day’ video message, which is currently available for viewing on the Shared Governance website.

Representative of District 152 thanked the Vice Chancellor for his positive pursuit of creating the parking amnesty, as well as for his increase in funds to the Professional Development and Tuition fund, which he noted, his co-workers used successfully to attend a professional conference that brought improvements to his workplace. Representative also inquired as to the status of a night time Diversity Forum in November, having recently seen an announcement of a day time event.
Reply came that while a 2\textsuperscript{nd} and 3\textsuperscript{rd} Shift Diversity Forum event has been conducted in the past, discussions this year resulted in it being delayed until the spring, with the goal of providing an event that would be meaningful to the employees on those shifts.

Representative of District 152 inquired, if workers from those shifts will have the opportunity to provide input in the planning stages of the coming event.

Reply came, that such conversations could be considered and that another event is planned for 22 January, in which employees on 2\textsuperscript{nd} and 3\textsuperscript{rd} Shift will be briefed on health and safety issues.

Vice Chancellor Heller noted, that Mr. Ben Miller was unable to attend the meeting and so without objection, he requested to move the legislative briefing item up on the Agenda so that he may provide the report himself. No objection was heard in this regard.

Vice Chancellor Heller reported, that the State Budget provided mixed results. The operating budget fell short of the recommendations approved by the Board of Regents and the Legislature continued the tuition freeze. The Capital Budget did, however, include funding for significant campus projects and renovations including to the Field House, Kohl Center, and Sellery Hall, among others.

Vice Chancellor Heller informed the Congress that Legislative Affairs was tracking numerous bills in the legislature, including those related to seg fees, credit transfers, and affiliated organizations.

Vice Chancellor Heller reviewed what was viewed as a successful strategy of advocacy operated by Vice Chancellor Hoslet and the Office of System President Ray Cross, which included targeted media and the ‘UW Day’ at the State Capitol.

Vice Chancellor Heller introduced Ms. Sherry Boeger of the Employee Assistance Office. Ms. Boeger provided a brief overview of the Annual Report of the Office, noting that University Staff accounts for 27% of the Office users.

Ms. Boeger introduced Ms. Kelly Harms to describe the ‘LifeMatters’ program. Ms. Harms provided background on her experience as a trauma counselor.

Ms. Harms described the details of resources available through ‘LifeMatters’. This included counseling, legal services, and financial services. Ms. Harms informed the Congress that all employees, their spouses, partners and dependents, as well as anyone living in the household of the employee, are eligible for these services, which involve five free sessions of counseling.

Representative of District 179 inquired as to what period is covered for the five available sessions offered.

Reply came that the five free sessions are available in a one year period and the legal counseling is for one free 30 minute period per legal matter and should the legal counsel be engaged on a professional basis, a 25% discount is offered in that regard.

Ms. Harms also noted, that convenience resources also are offered, which covers such things as locating contractors or providing details for travel itineraries and tourism opportunities.

Ms. Harms informed the Congress that, while the services are confidential, such confidentiality would not apply, should the person making the inquiries be determined to be a threat to themselves or others, or to national security.
Representative of District 150 inquired if the services mentioned are available to Trades employees.
Reply was in the affirmative.

Representative of District 123 inquired if the services mentioned are available to students.
Reply came that students are referred to campus health services.

Representative of District 162 inquired if recommended counselors are off campus.
Reply came that all counselors are off campus and can be recommended to cover any region of Madison.

Mr. Gery Essenmacher and Mr. Mike Ashmore were introduced to provide an overview of the services of OMBUDS. The purpose of OMBUDS was described as a safe place, where you can speak with independent, impartial, neutral observers who are interested in ensuring the process works fairly. The OMBUDS office is made up of retired UW personnel. Mr. Essenmacher encouraged members of Congress to avail themselves of promotional and informational materials available in the Office of the Secretary to better inform University Staff about available services. Applause heard in the hall.

Vice Chancellor Heller introduced Mr. Nicholas Tincher, Director of the Administrative Transformation Program.

Mr. Tincher described the project as reimagining the administrative infrastructure via people, process and technology. Mr. Tincher informed Congress that campus conversations had taken place, which produced such feedback as, “spending a lot of time on little transactions versus big pictures and strategies”, as well as “we have a lack of internal controls”. Mr. Tincher stated the project goals as being returned to the UW mission through reducing administrative complexity and building an infrastructure resilient to the pace of change, while protecting the UW brand.

Mr. Tincher described the project as a people program rather than a technology one and that it would seek to change strategy priorities through face to face interaction.

Mr. Tincher concluded by stating that the project had identified campus values as ‘transparency’ and ‘community’ and that the program would remain in the pre-planning phase until next summer.

Representative of District 170 expressed concern that, while building something to make things easier, you could also produce something that becomes obsolete in five years and inquired as to how this could be avoided.

Reply came that the answer will come by working in a smarter and different way. It was further noted that other campuses have set this up as an ongoing project and that by making it about people rather than process is a different approach. Reply continued that past experience has shown that to acknowledge that things evolve over time is preferable to attempting a single solution.

Representative of District 110 expressed concern financial specialists in her district were already expressing dissatisfaction regarding changes that have been implemented.

Reply came that everything in Finance and HR is going to seem connected to ATP, but it is not necessarily the case and some feedback is both confusing and contradictory.
Representative of District 168 expressed concern regarding purchase of new technology, particularly as it related to ERP. Representative also inquired if this project is limited to the Madison campus.

Reply came that shared financial and HR system as we know them is going away and that UW-System is not driving the project, nor telling each campus what it must have.

Representative of District 179 described difficulty that exists for Extension if payments are made from other campuses.

Reply came Madison comes first and then it will grow from there.

Representative of District 152 inquired what effect the project might have on blue collar employees.

Reply came that everyone on campus would be affected, such things as vacation time reporting and equipment purchases were cited as examples.

Mr. Tincher concluded his report and thanked Congress for the invitation. Applause heard in the hall.

Vice Chancellor Heller recognized Mr. Terry Fritter for the purpose of providing a report from the Central Committee and accepting District feedback and suggestions for Congressional Agenda items.

Mr. Fritter encouraged members of Congress to attend the 14 November celebration of Native American culture and heritage sponsored by the Campus Workers Collective.

Mr. Fritter noted the meetings of shared governance committees that were occurring in the week.

Mr. Fritter thanked Kula Yang, Representative of District 203 for her service to Congress, as this would be her last meeting, having accepted a promotion that placed her in Academic Staff.

Representative of District 166 inquired if there would be discussion about the results of the Benefits Survey conducted by the TTC Project.

Reply came that this material would be covered in the November TTC public forums.

Representatives of District 109 and 110 sought clarity in regard to the TTC timeline.

Reply came that this would be addressed in the November TTC public forums.

Representative of District 110 sought clarity regarding the supervisor / employee conversations scheduled under the TTC Project.

Reply came that a TTC update would likely be part of the next Agenda.

Representative of District 162 inquired if there could be a discussion of an increase in DCF funding that might allow for increases to those who are funded outside of GPR.

Reply came that there would be interest on the part of the Administration to have such a conversation with OHR in regard to the construction of a structure and funding in regard to these employees.

At 4:02PM, a motion to adjourn was made, as was a second. All in Favor. MOTION CARRIED.

Minutes prepared and submitted by: J. Lease / Secretary