At 2PM, Chair Fritter called the meeting to order and instructed the Secretary to record those present.

Chair Fritter paused for public comments. Secretary reported that Ms. Sara Frey, a member of Congress for District 140, wanted her comment on the record that she and her constituents would like to see a cultural or heritage celebratory event staged in the evening hours. Secretary noted that he had informed Ms. Frey that his Office had re-evaluated its outreach efforts and budget so as not to interfere with operational needs, but if a request for such an event were to come from Mr. David Darling, it would be given consideration.

Mr. Fritter noted that it was this week in 1940 that the 40 hour work week was formally established.

Mr. Fritter directed the attention of the Committee to the draft Minutes of the previous meeting. Ms. Lenz moved, seconded by Ms. Peters, to approve the Minutes. All in Favor. MOTION CARRIED.

Chair Fritter opened discussion on the subject of campus surveys and recognized Mr. John Horn, Chief of Staff to the Vice Chancellor for Finance and Administration to speak in this regard.

Mr. Horn spoke in regard to the challenges posed to launching a successful survey of employees, noting the concern about how content is created and who releases such surveys and how that impacts their relevancy and validity. Discussion was also heard in regard to the use of the campus Survey Center and the timeline needed to create surveys. Mr. Horn noted that ‘survey fatigue’ is thought to be a potential problem as the coming year is already viewed as ‘survey heavy’.

Discussion was heard in regard to the strategy and timing of release of surveys and protecting employees from burnout on taking surveys.

Discussion was heard in regard to the challenges that were presented by recent surveys and how some of them were negatively impacted.

Question was raised as to how Faculty and Academic Staff data was acquired and what was the evaluation of the success of those surveys. Concern was raised that University Staff issues would be difficult to address without supporting data.

Reply came that the Chief of Staff would be prepared to speak with OHR regarding what data exists and how they determine to acquire what more is needed.

Discussion was heard that OHR has the expertise and resources if surveys need to be put in the field and it is they who should pursue it if necessary.
Discussion was heard in regard to use of hard copies, either by direct mail or at the workplace. Reply came that in the past multiple formats have been used. Concern raised that workplace surveys, particularly on paper and utilized by night shift workers can be skewed by supervisor interference. Concern was raised that a recent meeting of the 2nd and 3rd Shift Issues Committee it was expressed that the climate of fear was so pervasive that employees are afraid to even report injuries they sustained for fear of a negative response up to and including termination. Reply came that the Chief of Staff would like to know more about the details of this problem so that he could discuss it directly with the 2nd and 3rd Shift issues Committee when he appears there later in November.

Chair Fritter opened discussion on shared governance priorities. Secretary noted that this item was placed on the Agenda even though a list of priorities had already been provided to the VCFA because some members of the Committee had previously expressed they didn’t have sufficient time to contemplate possible priorities and this additional listing of the discussion on the Agenda would allow them to do so.

Discussion was heard for the need of a one page summary that describes the strategy of the Administration to provide work/life balance to employees on all shifts in all fields of work.

Discussion was heard for feedback from the Chancellor now that she replied at least in part favorably to the possibility of a retirement buyout strategy.

Discussion was heard that a greater focus needs to be had on the benefits needs of Trades employees as related to implementation of TTC.

Discussion was heard that it should be suggested to the Administrative Transformation Project that they examine training and access to computers for those employees with limited or infrequent access.

Chair directed the attention of the Committee to the draft Agenda for the November meeting of Congress. Secretary reviewed each Agenda item, noting that this meeting would be Chaired by Vice Chancellor Ray Taffora of the Office of the Legal Counsel.

Ms. Fisher moved, seconded by Ms. Lenz, to approve the Agenda. All in Favor. MOTION CARRIED.

Chair recognized the Secretary for the purpose of a report. Secretary noted that he refused a request from a representative of the Committee on Women in the University to either release a survey on women’s issues or to provide them with an email list of University Staff so that they might do so. Secretary noted that if the Committee wished to pursue the release of such a survey they should ask the VCFA to instruct campus central OHR to release an email list to them. Secretary also reported that the Office had received positive feedback on recent ‘Peoples Slate’ blog postings as well as the email regarding the appearance in the United States by Indian PM Modi. Secretary also expressed his ongoing concern that the nature and role of CASI’s on campus was causing confusion among members of Congress and others regarding how and where or if they fit into University Staff governance. Secretary noted that he frequently informs non-governance committees that exist within colleges, schools or divisions that they should refrain from describing themselves as ‘governance’ as it relates to the representation of University Staff. Secretary also reported that as of the January meeting of Congress the body would relocate to Birge Hall Room 145 for the remainder of the Congressional term due to construction in Bascom. Secretary concluded his report by informing the Committee that the shared
governance website would feature a Veterans Day message from Congressional Representative Tom Handland of District 174.

Chair Fritter provided a report to the Committee in which he advised members to try to attend upcoming November Forums regarding TTC, and requested that the Secretary provide these dates to Members of Congress. Chair Fritter noted his attendance at recent meetings of the TTC Advisory Group where he noted the ongoing concern as it related to promotion and progression as well as the appeals process.

Chair Fritter noted the upcoming celebration of Native American Culture and Heritage sponsored by the Campus Workers Collective. Question was raised as to the organization of the Collective. Secretary provided background in this regard, noting it was formed and funded to be on an equal footing with the Campus Supervisors Network and that his Office provides administrative and occasional financial support when able.

Chair Fritter reported that he was assured by the Administration that benefits payments would be able to be split between checks, sometime next year.

At 3:20PM, Ms. Peters moved, seconded by Ms. Valeo, to adjourn the meeting. All in Favor. MOTION CARRIED.

Minutes prepared and submitted by: J. Lease