

## MINUTES

### University Staff Congress

8.15.22

All Members were present with the following exceptions,

EXCUSED: R. Wank (10), L. Bilke (22), K. Runge (23), M. Polk-McGiveron (24), S. Frey (40), E. Geiger (66), P. Jochimsen (69), R.Kutz (83), R. Orzel (93), E. Schafer (100)

ABSENT: D. Creasey (2), M. Vandebrook (26), K. O'Neill (30), D. Kerkman (32), J. Swisher (50)

At 2:30PM, the Vice Chancellor declared the meeting in session and called it to order.

The Vice Chancellor paused to accept public comments. None sought recognition in this regard.

The Vice Chancellor provided a report to Congress. The Vice Chancellor began by congratulating those Members of Congress who sought and succeeded in re-election, as well as those who were elected to the Central Committee. The Vice Chancellor also spoke to the "central role" that shared governance plays on campus.

The Vice Chancellor discussed campus infrastructure improvement projects. The Vice Chancellor also reviewed retention efforts and the compensation efforts, included the increase from \$15 to \$17 an hour and the awareness the Administration has of the resulting compression.

The Vice Chancellor discussed the previous and future football game ticket discount offers made available to University Staff and noted some non-sporting event related discounts are also under consideration for the future.

The Vice Chancellor informed the Congress that the staff of Cultural and Linguistic Services is being expanded. The Vice Chancellor also informed the Congress that the Search and Screen for Chief Human Resources Officer is underway, with participation by University Staff representation.

The Vice Chancellor concluded his report by informing the Congress that a district development plan is underway with a plan to engage stakeholders at public meetings and engagement with shared governance is planned for input.

Representative of District 52 inquired if midpoint pay raises be adjusted due to the increase from \$15 to \$17. Reply came that salary grades are based on market data and the \$17 salary will not change.

Representative of District 52 expressed concern that while increases are appreciated, compensation still remains inadequate for many long-term employees who were unaffected by the increase from \$15. Representative of District 52 also praised recent changes in regard to parking but that he continues to support the implementation of a sliding scale as a long-term solution. Representative of District 52 also expressed his belief that a cents per hour raise, versus a percentage calculation is of greater benefit to University Staff and finally expressed his concern over the reported 9% drop in employees and called for greater prioritization of recruitment and retention.

(applause heard in the hall)

Representative of District 7 made an inquiry in regard to the status of critical care positions and stated that research is being threatened by staff shortage and that staff is overworked and in danger of being lured away by local private sector entities.

(applause heard in the hall)

Representative of District 31 expressed concern regarding the awareness of the staff in regard to the advocacy of the Congress in regard to workplace issues being discussed at the Congressional level.

Vice Chancellor Cramer recognized Ms. Robin Fisher for the purpose of providing a report regarding the annual report of CURAFA.

Ms. Fisher reviewed the mission of CURAFA and noted the tuition waiver for First Nation Students and discussed Direct and General Admissions.

Representative of District 16 sought clarity regarding testing waivers and transfer students.

Reply came that such waivers only apply to first year admissions.

Representative of District 52 sought clarity in regard to direct and general admissions.

Reply came that some admissions require additional submissions of qualifications.

Vice Chancellor Cramer recognized Mr. Alex Frank for the purpose of providing the Congress with a report in regard to campus sustainability.

Mr. Frank acknowledged the forceable acquisition of campus property from the First Nations. Mr. Frank described the organizational table of the Office and noted the goal of trying to improve the rating of the campus based on the 'Stars' program and discussed the near-term threat of climate change.

Representative of District 7 inquired if there are opportunities for collaboration by departments.

Reply came that departments can be provided with resources to do so based on their specific needs.

Representative of District 33 sought clarity in regard to the campus ranking.

Reply came that the 'Stars' rating system tracks the progress of the mission that the office is attempting to advance.

Representative of District 33 sought clarity in regard to the role of university apartments.

Reply came that while he did not have specific information in this regard, the sustainability coordinator for Housing might.

Representative of District 52 sought to open discussion in regard to the campus producing it's own sustainability energy.

Reply came that it could be viable if there is a contractor who would be willing to engage the campus for such an opportunity.

Vice Chancellor Cramer recognized Reba Luiken in order to brief the Congress in regard to the operations of Centennial Gardens.

Ms. Luiken briefed the Congress in regard to the organizational chart of garden operations and outlined the footprint of the location, the student internship program, and the various theme events of the garden, including those tied to local ethnicities, such as Hmong and First Nation.

Representative of District 52 suggested greater use of blooming flowers versus wild grasses in campus gardens.

Reply came that plantings are in a state of evaluation and change.

Representative of District 46 inquired as to online resources for garden activity.

Reply came regarding the website address which contains a calendar of events.

Representative of District 31 noted the various locations of campus gardens and greenspaces.

Vice Chancellor Cramer recognized Mr. Terry Fritter, Chair of the Central Committee.

Mr. Fritter thanked those Members of Congress who were returning and those who were serving their first term and explained the process by which Members can make requests on the record during this portion of the meeting, or forward ideas for Agenda items to the Office of the Secretary, between meetings. Mr. Fritter noted that he and the Vice Chair of the Central Committee are scheduled for an upcoming meeting with the President of the UW System.

At 3:45PM, Vice Chancellor Cramer entertained a motion to adjourn. A motion was heard, as was a second. All in Favor. MOTION CARRIED.

Minutes prepared and submitted by: J. Lease / Secretary