

## MINUTES

### University Staff Congress

11.21.22

All Members were present with the following exceptions:

EXCUSED: R. McKennon (5), B. Zart (17), L. Young (20), M. Polk McGiveron (24), C. Renk (33), G. Jensen (46), V. Werla (53), J. Watson (67), P. Jochimsen (69), R. Kutz (83), J. Lesniak (99)

ABSENT: D. Creasey (2), J. Swisher (50), K. Majerus (97), R. Keegan (102)

In addition, two Alternates were present.

At 2:30PM, Vice Chancellor Cramer called the meeting to order.

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

Vice Chancellor Cramer paused for public comments. No one sought recognition in this regard.

Vice Chancellor Cramer asked for unanimous consent to take an Agenda item out of order. No objection was heard.

Vice Chancellor Cramer recognized Brian McInnes for the purpose of providing remarks regarding Native November. Mr. McInnes provided a map that indicated the traditional areas of Native Peoples in Wisconsin and informed the Congress the tradition of the 'Seven Fires Prophecy', and performed a song in his Native language.

Applause heard in the hall.

Vice Chancellor Cramer provide a report to Congress. Vice Chancellor Cramer informed the Congress that the results of the Campus Climate Survey is now online, and that a dashboard will soon be published and that the results will be discussed with shared governance groups.

Vice Chancellor Cramer informed the Congress that a BIPOC Relations Specialist has been hired and a search is being conducted for a LGBTQA+ Relations Specialist to support the needs of those employees.

Vice Chancellor Cramer noted that he attended a meeting of the 2<sup>nd</sup>/3<sup>rd</sup> Shift Issues Committee. An update was provided in regard to expanding computer access by installing 12 kiosks. Vice Chancellor Cramer also informed the Congress of an increase in night differential. Vice Chancellor Cramer also noted that he has requested that OHR examine the requirement for an English proficiency test in order to work on first shift.

Vice Chancellor Cramer noted that ATP is scheduled to go live in 2024 and that ATP representatives have been meeting with focus groups.

Vice Chancellor Cramer informed the Congress that the CHRO Search brought the final four candidates to campus and noted that the feedback opportunity concludes at the end of the day.

Vice Chancellor Cramer recognized Chancellor Mnookin for the purpose of providing a report. Chancellor Mnookin thanked both the new and returning Members of both the Central Committee and the Congress. Chancellor Mnookin noted that she has been in discussions with Tribal leaders, business executives, Legislators, and Alumni. Chancellor Mnookin noted that a State Budget will be submitted that includes an increase for Staff wages. Chancellor Mnookin stated that she was committed to the Wisconsin Idea, Wisconsin experience, and access and commitment to shared governance.

Representative of District 52 thanked the Chancellor for meeting with shared governance and with workers on the 2<sup>nd</sup> and 3<sup>rd</sup> Shifts, but expressed his concern that supervisors still discourage participation in governance and that Deans and Directors need to instruct supervisors to encourage participation. Representative of District 52 also expressed concern that raising wages by a percentage formula rather than by cents per hour has a small impact on the lowest wage employees.

Reply came that shared governance will continue to be supported and it is concerning if others are discouraging it. Reply came that TTC was focused on elevating the lowest wage employees and that a ten year tuition freeze and lack of responsiveness from the State has made the financial situation challenging for the University.

Representative of District 52 advocated that a tuition break be proposed for employees to improve their career advancement chances.

Reply came that as a matter of principle the Chancellor was in agreement but at this time was unaware of the obstacles to implementing such a program.

Representative of District 52 sought feedback on the interaction between the Chancellor, Board of Regents and the UW-System.

Reply came that it has been positive and understands that changes regarding tuition are unlikely to come during an election year.

Representative of District 39 stated that additional safety measures were needed in response to campus violence.

Reply came that steps are being taken to make sure that mental health support is available, and in regard to the most recent tragedy, the Chancellor has been in touch with the UVA President.

Chancellor Mnookin thanked the Congress for their invitation.

Vice Chancellor Cramer continued his report to the Congress by expressing his concern over violence on campuses and encouraged everyone to report areas of concern that they observe.

Representative of District 52 thanked the Administration for the differential increases and advocated they be implemented across campus. Representative of District 52 also advocated for a parking system organized by ability to pay and that employees in UW-System be allowed to transfer to the Madison campus without loss of seniority.

Reply came that the seniority questions can be examined.

Vice Chancellor Cramer recognized Karen Demick, Chair of the Awards Selection Committee, for the purpose of providing a report.

Ms. Demick read excerpts from the nominations for the Elizabeth S. Pringle Award submitted on behalf of winner, Robin Fisher, and presented Ms. Fisher with the award.

Ms. Fisher expressed her thanks and noted the positive impact participating in shared governance has had on her campus experience.

Vice Chancellor Cramer recognized Terry Fritter for the purpose of providing a report and accepting feedback on behalf of the Central Committee.

Mr. Fritter thanked Ms. Fisher for her service to shared governance over the years. Mr. Fritter requested the Secretary to re-release to the Congress the document detailing the functions of correspondence meetings, which will take place over the next three months. Mr. Fritter also invited Members of Congress to submit Amendments to the Bylaws Committee for their December meeting.

At 3:57PM, a motion to adjourn was heard, as was a second. All in Favor. MOTION CARRIED.

Minutes prepared and submitted by: J. Lease / Secretary