

If you are interested in more information concerning shared governance and the University staff Congress, please contact John Lease, Secretary of the University Staff, at (608) 263-2995. If you would like to request translation of this document, please call Cultural Linguistic Services:

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## MINUTES

### University Staff Congress

10.16.23

All Members were present with the following exceptions:

EXCUSED: R. Fisher (4), K. Runge (22), J. Duncan (40), G. Jensen (45), J. Krause (48), J. Johnson (50), V. Werla (52), K. Demick (63), A. Broan (64), J. Watson (66), R. Kutz (81), R. Orzel (90), K. Majerus (94)

ABSENT: D. Creasey (2), K. Nachtigal (18), C. Renk (32), K. O'Neill (36), B. Weeden (54)

At 2:30PM, Vice Chancellor Cramer called the meeting to order and directed the attention of the Members to the draft Minutes of the previous meeting. A motion to approve the Minutes was heard, as was a second. All in Favor. MOTION CARRIED.

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

Vice Chancellor Cramer provided a report to Congress in which he noted the installation of computer kiosks has been completed and a communication released that includes a map to their locations. Vice Chancellor Cramer thanked those in University Staff governance who advocated for this issue.

Vice Chancellor Cramer thanked those who responded to the flooding emergency in the Engineering building.

Vice Chancellor Cramer informed the Congress that the ATP timeline has been revised. Vice Chancellor Cramer noted that DoIT has planned a number of awareness opportunities regarding cybersecurity month. Vice Chancellor Cramer also noted that the annual benefits enrollment period is now underway. Vice Chancellor Cramer informed the Congress that the Partners in Giving campaign will run through 30 November.

Vice Chancellor Cramer informed Congress that JCOER is now scheduled to meet regarding the pay plan and that the Administration continues to advocate for employees in this regard.

Representative of District 68 spoke in favor of the available cybersecurity training and provided details as to how it can be beneficial to the workplace.

Representative of District 16 expressed concern over how retention can be address with the disparities that exist between Faculty, Academic, and University Staff.

Vice Chancellor Cramer acknowledged the validity of these concerns.

Representative of District 51 expressed concern over a possible change from a 1 January calendar year benefit schedule to a 1 July Fiscal Year based benefit schedule and advocated that a campus committee be assembled to examine the possible effects.

Vice Chancellor Cramer replied that he would be prepared to discuss the topic with the Central Committee.

Representative of District 51 expressed his preference for a campus committee dedicated to the discussion of this one particular issue.

Representative of District 43 questioned the validity of the English proficiency tests utilized by FP&M which prevents employees' advancing despite their experience.

Reply came that this issue merits further examination.

Representative of District 95 expressed concern that the delay of merit compensation within DoIT, combined with the delay created by JCOER, presents an additional hardship for employees in this Division.

Representative of District 8 expressed concern regarding the delay of the pay plan approval and in addition expressed concern regarding the inability to access WFAA through use of multifactor identification.

Representative of District 51 sought clarity regarding the compensation exercise.

Reply came that the compensation exercise is in a holding pattern.

Vice Chancellor Cramer inquired of the Congress what their pleasure was in how to proceed at this stage of the Agenda. A Motion was heard, as was a Second, that the meeting proceed to item number six. All in Favor. MOTION CARRIED.

Vice Chancellor recognized Mr. Terry Fritter for the purpose of providing a report from the Central Committee.

Mr. Fritter thanked all of those who submitted nominations for the Elizabeth S. Pringle Award and noted that the winner would be honored at the November meeting of Congress. Mr. Fritter also encouraged Members of Congress to consider applying for shared governance committee assignments announced by the Office of the Secretary or encourage their constituents to do so.

*At this time, Congress stood informal until the arrival of the next speaker.*

Vice Chancellor Cramer recognized Provost Isbell for the purpose of providing a report to Congress.

Provost Isbell provided Congress with background regarding himself, the organization of his Office, and the statistics of the incoming class of students, noting that this class has the highest recorded number of students from underrepresented groups.

Representative of District 51 sought clarity regarding how remote learning might impact both students and staff.

Provost Isbell provided examples of the challenges presented by remote learning, using illustrations from other campuses, and discussed how remote learning can create a broader and deeper set of opportunities for both staff and students while being mindful of remaining true to the identity of the UW-Madison.

Representative of District 8 sought clarity in regard to the new budget model.

Reply came that the point of the budget model is to identify what can empower people to create entrepreneurial decisions and encourage collaboration between units while being clear and transparent about changes.

Representative of District 10 expressed concern about the campus commitment to certain schools.

Reply came that to maintain a well-rounded university some parts have to subsidize the others.

Representative of District 8 noted that he was encouraged by the incentives budget model.

Representative of District 51 sought clarity regarding the Vice Chancellor for Research and Graduate Education Dean in terms of the administrative costs in breaking apart the titles.

Provost Isbell provided his perspective on the background and evolution of the offices and discussed the mechanics of who reports to whom and that allowing the VCRGE to be a Vice Chancellor of Research gets more cross college and school grants and that ultimately it is more strategic and focused.

Representative of District 51 asked if the Search and Screen Committee for the VCRGE is using the current job description or if it will change after the hire.

Reply came that the change is underway within the framework set for it by the Faculty Senate.

Representative of District 1 advocated for campus education opportunities for the university staff.

Reply came that a policy regarding tuition is being explored and recognizing that it is an important benefit.

Representative of District 8 sought clarity as to which parts of campus were subsidizing the other.

Reply came that while each is subsidizing the other, the problem is that how this drives decision making is unclear, and a new budget model could provide that clarity and correct imbalances.

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

Minutes prepared and submitted by: J. Lease / Secretary