

MINUTES

Central Committee

10.12.23

MEMBERS PRESENT: T. Fritter, K. Demick, S. Frey, K. Runge

MEMBERS EXCUSED: R. Forbes Wank

OTHERS PRESENT: J. Horn, P. Seitz

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

Chair Fritter paused to accept public comments. Mr. Fritter noted that it was this week in 2015 that home care workers benefited from a court case which provided them with the minimum wage.

Chair Fritter directed the attention of the committee to the draft Minutes of the previous meeting. Ms. Demick moved, seconded by Ms. Runge, to approve the Minutes. All in Favor. MOTION CARRIED.

Chair Fritter opened a discussion on the Strategic Plan Draft and recognized Mr. Horn and Mr. Seitz to provide a summary in that regard.

The Committee was informed that the plan has been in drafting for over a year and a series of meetings was conducted with VCFA leadership groups. In addition to the draft, strategy maps were also prepared. Changes have been made to the draft based on feedback. It was noted that the term 'Human Capital' has been struck.

Discussion was heard regarding the level of centralization of decision making and how that relates to the VCFA office. It was clarified that centralization is not a goal within the strategic draft but relieving administrative burden would be.

Concern was expressed regarding the current debate over the role of EDI and the opportunities to maintain or expand it. Clarification was provided that some language in regard to hiring notices have been altered based on such conversations.

Concern was expressed over the level of private involvement in a public institution. Discussion was heard that the biggest area for opportunity is Federal research. Discussion was heard in regard to the VCRGE title.

Discussion was heard regarding the use of balanced portfolios and how campus can be slightly more aggressive in obtaining resources.

Concern was expressed that in conversations with employees, they would not recommend the UW as a workplace to others. The committee was informed that the Administration is assembling a 'mythbusters' group to challenge incorrect narratives in campus culture.

Concern was expressed that employees are prevented from gaining the necessary experience it takes to seek promotions.

Discussion was heard that to be relevant to university staff, the draft should reflect a commitment to transparency as it relates to merit raises.

Concern was expressed that talent development is exclusively for management and supervisors. Reply came that there is a toolkit available to everyone at the time of hire.

Concern was expressed regarding TTC levels. Concern was expressed regarding the language related to extracurricular activities and how current campus practices do not accommodate university staff and that benefits of such activity and flexibility should be communicated to Deans and Directors. The Committee was informed that a 24/7 space is being planned and it was clarified that flexible schedule language and practice is emphasized to leadership as a positive. Support was expressed for language that refers to “equal opportunity”.

Clarity was sought regarding the language that refers to “continuous improvement”. Reply came that change will not be forced but can be for the greater good and so people should be open to it. Clarity was requested regarding language that refers to “maintain internal controls.” Reply came that it is meant to refer to the prevention of accidental or intentional misuse of resources.

Discussion was heard that university staff should be recognized beyond the VCFA office in terms of their value. Clarification was provided that ‘workday’ is scheduled for 2025 implementation. It was noted that updated drafts would be provided when available.

At 3:05PM, Ms. Frey moved, seconded by Ms. Demick, to adjourn the meeting. All in Favor. MOTION CARRIED.

Minute prepared and submitted by: J. Lease / Secretary