Members Present:
   Susan Ayres, Michelle Cicha, Jack Connell, Jay Dobson, Greg Falkenberg, Greg Hazen, Tanya Kenney, Deb Lang, Shelley Mather, David Miller, Katherine Rice, Wanda Schulner, Anita Spahn

Members Absent:
   Dan Gharrity, Melissa Gullickson, Lindsay Kroll, Cathy Wilson

Guests:
   Diane Stegner Roadt, Jenni Sterling

The meeting of the Classified Staff Council (CSC) was called to order at 10:03 a.m. on Tuesday, June 2, 2015 by Chair Mather in Old Library 1128.

1) Approval of the May 19, 2015 minutes of the Classified Staff Council
   • Approved as distributed

2) Open Forum
   • None

3) Administrator Remarks – David Miller, HR Director
   • The institution may allow use of accrued time to extend date
   • There is a notification to HR that an update has been made
     • They should bold or highlight what has been changed so we can see what has been changed

4) Reports
   a) Chair’s Report
      • Met with David Miller to talk about the last UW System UPS meeting and their changes to policies without notifying anyone
      • Their process is: after their policy is developed they send it out to HR directors then David Miller forwards it to the CSC for feedback then he (David Miller) submits their feedback
      • We provided feedback in October
      • It is in the layoff policy that we could make them use their paid leave time before the day they were to be laid off but that was only supposed to be for those with grant funding so if the intention was to address grant funding and those issues then they should be more specific about that
      • Chancellor Schmidt is to attend today to talk about the layoff policy

   b) Committee Reports
      • None

5) Chancellor’s Remarks
   • Layoff Policy
      • Thanks to everyone who has stepped up to serve as your work on the behalf of the employees and the group is very important
      • Shared governance is important to the Chancellor
• He commented that there are no significant changes to shared governance from the joint finance committee with the exception to some things around the students and their student fees
  • UWEC intends to keep extending that tradition with governance and strong student governance
• We are in a stressful period with the budget cuts
  • There has been a disinvestment in higher education
  • The Chancellor wants everyone to know where we stand so he has been educating and believes that we make better decisions together that we do alone
    • Ideas are improved by having more feedback and involvement
  • We still do not know where we stand
  • System might look at the schools that have the most need
  • Looking at a $10-12 million dollar cut
  • Administration has laid out a series of targets
    • That includes a 25% cut to senior administration
      • Those with chancellor or dean in their title
  • We need to be focused on how we manage the budget crisis
  • The Chancellors goal is to get implementation teams identifying the reductions as soon as possible
  • The cuts come July 1st and that is fast approaching
  • The Chancellor wants everyone notified by the time school starts
    • He wants everybody identified who will stay and who will not
  • It is a stressful time and that makes it hard to make good decisions
  • Would like this group to not put as much energy into things and see how it goes then we can make recommendations in the future year
    • We should just work on what UW System requires
      • The Regent Committee on Shared Governance might make changes so that is why
  • Want as few separations as possible
  • Questions on automatic interviews for those laid off and creating more notice than required by System
    • The Chancellor would be willing to add it into the writing into the Layoff Plan as a sign of good faith
  • We need to find mutual interest
  • Trying to step away from the policy work to give us time to work with it and learn from it when we do not feel like our back is against the wall
    • Want to talk about it more thoughtfully
  • The layoff plan is really specific and we do not want it to set precedence
  • The Chancellor hopes to treat people well
  • He will put this language in for this time but not willing to put it in the policy as he wants the support of the executive team
    • They do not want something that will prevent them from achieving their goal and they want flexibility
    • Comment that it seems that these policies go in favor of administration vs. the classified staff and in the meantime classified staff may be hurt in that process
    • Concerns were raised about not putting those clauses into the policy
  • Concerned that if we take the UW System policies but don’t take it any further and they become policy then we find out that they put employees at an unfair advantage how do we make our voice heard loudly enough that we can have them changed
• Chancellor would then want those concerns bought up and in two years we can
do a comprehensive review when we do not have the pressure
• Would like to work together to create a different kind of environment
• Work and train together to make good decisions so we have an understanding
  of our mutual best interest
• Change requires hard work and we want to empower everyone to do their best
  job
• We should ask for forgiveness, not permission
• Supervisor training on this campus is not where it should be
• Want a consistent way to have evaluations and have it be more meaningful
  • Where you mutually agree on goals and how can the supervisor help you
    achieve those
• Would rather have a professional development model
• A cultural change takes time, typically 10 years and it is done through
  relationships and not through positional power
• Is in the chancellor’s best interest to have people stay but would like to have things
  figured out by the time school starts
• The sooner it can be done the more notice that could be given
• Want to give as much notice as possible
• DMC’s and DERA’s are gone but reclassifications after 6 months can still be
  processed

6) New Business
   a) Titling Policy
      • For the appeal there will be an Ad Hoc committee of three people from the Personnel
         Committee and two people from HR and there should not really be a need for special
         training
      • The process will be forthcoming and done prior to it being sent to classified staff for
         comment(s) so it can be fully defined

   Without objection, this motion will be forwarded to the Classified Staff body for feedback and the
   Chancellor’s Executive Team for feedback, PASSED

   b) Bylaws Changes
      • Should reassess which ones we go forward with
      • Professional Development Day may be June 23rd but rooms are not available in Davies
        • Maybe just have the annual meeting and plan the rest for later in the summer

   c) Policy Development Policy
      • To be reassessed

7) Announcements
   • None

Without objection, meeting adjourned at 11:37 a.m.

Submitted by,

Tanya Kenney
Secretary to the Classified Staff Council