Members Present:
   Susan Ayres, Jack Connell, Tanya Kenney, Anita Spahn

Guests:
   Judy Gatlin, David Miller

The regular meeting of the University Staff Council Executive Committee (USCEC) was called to order at 9:00 a.m. on Tuesday, May 3, 2016 by Chair Spahn in Old Library 2131.

1) Approval of the April 5, 2016 minutes of the University Staff Council Executive Committee minutes
   • Approved as distributed

2) Open Forum
   • The EDI Team did meet but not sure of the language/recommendations that Caitlin Lee put forward
     • Performance Evaluations are too complex and we are not at a place that we should incorporate language
     • Performance evaluations will most likely have a workgroup to look at how they can be revamped
       • Not sure how the workgroup will be designed
         • The US Council should have input as it is supposed to be shared governance
         • The Compensation Policy that Chancellor Schmidt has might drive this forward

3) Chair’s Report
   • Sue Ayres and Chair Spahn met with Jean Piper to look at Blugold Insider
   • They also met with Chancellor Schmidt on Tuesday and many of the motions have been signed
     • We should now have a clean slate with everything but the Compensation Policy as he still has that
   • Performance evaluations
     • Looking at having an ongoing communication and objective based performance evaluation
       • This was discussed with Chancellor Schmidt
       • Staff should not have any surprises during an evaluation as any concerns should have come up previously
   • Met with Katie Wilson and University Senate Chair Freymiller about language on the Administrator Search Committee
     • University Staff are sure to be given the opportunity to be represented
     • Believe that Administrator Search Committee language has been passed in University Senate
       • If Chancellor Schmidt approves the motion then that language should be sent to the chair of University Staff Personnel Committee

4) Unfinished Business
   • Sue Ayres to attend a representatives meeting on Friday so if anyone has anything that they would like brought up please let Sue know
   • Ray Cross will possibly talk about the $35 million that may be available for UW System faculty and staff compensation or scholarships and financial aid for needy students due to lower fringe benefit costs
• Hopefully they will talk about FLSA
• It could be interesting as there may be a no confidence resolution coming forward for the 5/10/16 University Senate meeting
• UW Madison voted yesterday and UW Green Bay, UW Milwaukee and UW Whitewater might be putting something forward
• Tobacco band
  • Student Senate will have a referendum question but haven’t heard anything yet as the new officers will take over shortly
  • University Staff Council should have some input when/if this comes up
  • All campuses have different geographies so all campuses are different
  • It is not enforceable
  • All buildings on the UWEC campus have designated areas that seem to work well

5) Announcements
• Part-time exempts will be the problem for FLSA because according to language they will be required to have a minimum weekly salary regardless of how many hours they work
• Compensation and title study
  • Looking at 18-24 months from the time the vendor is selected
• Service Recognitions ceremony is scheduled for May 11th
• Laura Manydeeds from Human Resources will be leaving to the University of Minnesota
  • All are welcome to attend a meet and greet for her on Thursday
  • Approval was granted to fill but the position may be redesigned a little bit as HR was not able to fill another position so they are down 3 positions
  • May take employee relations and performance management and will try to incorporate that into the new job description while other duties such as P-Card and purchasing will go to front-line team and they may also pick up orientation and the wellness portion may go back
• University Recreation
  • At the next University Staff Council meeting we will have the second reading of the Bylaws but there won’t be much turnaround time for the chancellor to act being we have elections fast approaching

Without objection, meeting adjourned at 9:40 a.m.

Submitted by,

Tanya Kenney
Secretary to the University Staff Council Executive Committee