Members Present:

Susan Ayres, Jack Connell, Jay Dobson, Greg Falkenberg, Dan Gharrity, Tanya Kenney, Lindsay Kroll, Deb Lang, Shelley Mather, David Miller, Wanda Schulner, Anita Spahn, Cathy Wilson

Members Absent:

Michelle Cicha, Melissa Gullickson, Greg Hazen, Katherine Rice, Becky Slembarski

Guests:

Karen Konz, Astie Nilsen, Diane Stegnar-Roadt

The regular meeting of the Classified Staff Council (CSC) was called to order at 10:00 a.m. on Tuesday, February 17, 2015 by Chair Mather in Old Library 1128.

1) Approval of the January 20, 2015 and January 26, 2015 minutes of the Classified Staff Council
   • Approved as amended
   • For the January 20th minutes the spelling of Sue Ayres name was corrected

2) Open Forum
   • Secretary being a voting member of the Classified Staff Council
   • The Classified Staff votes on committee members and the Secretary is an ex-officio and voting member of the committee
   • Chair Mather will be leaving to meet with the Chancellor and Congressman Ron Kind
   • They want to talk about the impact of the cuts
   • He has publically come out about his displeasure of the cuts
   • Appointed to the Administrative Taskforce
   • Shelley Mather and David Miller have been appointed to the Administrative Taskforce
   • Navigation on the new UWEC webpage
   • Questioning if this council should put together some kind of report so it carries a little more weight
     • We understand the focus and why it was designed (ie: because we are trying to attract more students) but we still need to keep our current customers/staff in mind
   • Nominating Committee
   • People’s terms are expiring both on this committee as well as other openings
     • If you are interested in continuing please let Anita Spahn know
   • A broad message sent to the Classified Staff might be helpful
   • Concern that layoffs may impact our elections/vacancies
     • It is unknown when the layoffs will start so we should proceed as normal as we have mechanisms for filling vacancies

3) Administrator Remarks – David Miller, HR Director
   • HR is working on a resource for individuals that may face layoff
   • What happens with insurance, retirement and unemployment benefits
They are trying to organize it in a manner that is informative and useful
Hope to have it done this week or early next week
Resume or job seeking resources have not yet been looked at as there are some
departments that already do that on campus
Most of the questions thus far tie to benefits
System Administration and the Service Center are making good progress with a tracking system
for talent acquisition
It will handle classified searches as positions/vacancies won't go through WISC Jobs
anymore
Concern that TAMS cannot be customized
Should consider bringing in people from outside HR to see get other input
Many mechanisms will have to be in place to have adequate pools and some may have a
cost, which might impact departments as they would have to pay for that
Still working on health insurance split premiums
Hope is to piggyback on the Department of Administration
Current layoff procedures are still under OSER rules until July 1st
Suspension on merits and retentions (DMC's and DERA’s)
The suspension impacted some on campus immediately and the suspension is from this
point forward
This only affects classified staff as this goes directly through OSER
System President Ray Cross suspended some merit, retention and out of state travel for
System employees
At UWEC each dean/director is making that call

4) New Business
   a) Compensation Plan
      The Chancellor’s Discretionary Fund piece has increased
      The Budget and Resource Planning Office would handle this piece and this plan was just
sent to them
      Concern brought up that this would be a lot of work for whoever has to implement
this
      This should be shown to them up front so we don’t have to backtrack
      Question the 90/10 to 85/15 split
      We need to see dollar amounts to see what it really entails; What would 1% be in dollars
for classified staff
      450 classified staff and with LTE’s included it is about 600 so if $17.5 million is
the number for classified permanent and LTE is almost $3 million for a total of
$20 million and $138,000 for classified project
      Then 1% would be about $200,000
      What would the difference between 10% and 15% be
      This should be brought forward
      If it is a 1% and 1% how is that divvied up
      Then this Plan would not apply
      It is not clear in here
      Unused funds that are not completely utilized should be kept in our pool
      Salary savings stays in the unit/division/department
      It is appropriate to do a Compensation Plan this way this year then maybe in the future we
will do a Compensation Plan by the biennium
      This Plan establishes a base
      It gives administrative units time to look at it and go through it
• David Miller to take it to the Executive Team for feedback before we proceed
  • He will also ask about the unused funds that are in the pool

b) Layoff Policy
• To be brought up at our next meeting
• If the actual layoff implementation date is July 1st or later then we would use our local policy
• This policy should be forwarded to administration now so we can get their feedback
• This will be sent via email to all classified staff in March to collect feedback
  • Then we will look at approving it at the April meeting
• Comments would have to be sent to Sue Ayres no later than mid-March as timelines are fast approaching

c) Motion for Classified Staff members on University Senate Committees to have voting rights
• It was discovered that Classified Staff are non-voting members of certain University Senate Committees
  • We don’t feel it should be that way
• This motion would “undo” that and make classified staff voting members
  • It makes sense
• This is disappointing as we were under the assumption that we were going to be full voting members
• Tanya Kenney to put this on the University Senate Executive Committee agenda

Vote on Motion to forward to the Chancellor: PASSED

5) Chair’s Report
• Congressman Ron Kind was on campus today
  • Congressman Kind is supportive and concerned about the governor’s budget proposal
    • But he did state that it was not final
  • The Chancellor has met with many people in the community about the impact
  • Congressman Kind is meeting with the Chamber of Commerce to encourage them to contact their legislators as this would devastate the state
  • The engineering consortium was approved
  • Congressman Kind mostly talked about the impact on students
  • He talked about a plan to make college more affordable
    • He talked about the Promoting Education for Lifetime Learning (PELL) Grant Funding Act which directs any profit the government makes from federal student loan programs into federal PELL Grants
      • This would prevent the government from making money off of students’ debt
      • He also talked about how he wants to allow students to refinance their loans, just like a mortgage, when interest rates drop
    • Jake Wrasse from the Student Senate stated that students are concerned that they may graduate from a school that their degree would not have that much meaning
  • The Chancellor hosted a legislative lunch
    • It was bipartisan and it was pretty unanimous across the board that there was some serious doubt if what was being proposed is good for the State of Wisconsin
• Articles Written
• Katie Wilson, the Academic Staff Representative asked if the Classified Staff were going to be submitting an article as B.J. Hollars (faculty) submitted an article and Patti See’s (academic staff) article will be coming out today
• Comment that there has been some talk about people getting tired of hearing the justification from campuses so anything that is said needs to be factual
• Maybe an article about economic impact would be beneficial

6) Committee Reports
• Nominating Committee
  • Will be contacting people whose terms are ending
  • Forward any interested parties to Anita Spahn
    • Will also send out a broad message but it also helps to ask people independently
  • Poster distribution has also been used in the past
• Classified Staff Professional Development Day
  • It was unanimous that we might want to reconsider what our Classified Staff Professional Development Day looks like this year because of the atmosphere and budget issues
    • We are looking at ways to supplement the meals, prizes and etc. and it looks like a watered down version of the Classified Staff Professional Development Day
  • Maybe we should present it more from the standpoint of what is going on with UPS and to gain feedback and educate
  • We need to look at the time of day that we could reach more people
  • The meeting is usually held in March, typically over spring break
  • Part of the problem is that this year we need the Chancellor in attendance so he can communicate with Classified Staff and moving forward with UPS but he is unavailable
    • So it is proposed that we move it to the following week; the last week of March
• The last Professional Development Day costs:
  • Key note speaker was $1800 but since they are an alum the Foundation covered the cost; We also received money from Academic Affairs for the luncheon cost and the bigger prizes; Then we also solicit all the departments across campus
  • Working around schedules are difficult
  • Concern that attendance may be sparse if the Chancellor is not there
  • Classified Staff take off over spring break as their children are off of school
  • What about the first week after finals in the spring
    • Concern mentioned about elections
  • If the Chancellor gets involved with requesting attendance then maybe people would be more willing to come

7) Announcements
• None

Without objection, meeting adjourned at 11:33 a.m.

Submitted by,
Tanya Kenney
Secretary to the Classified Staff Council