

**University of Wisconsin – Eau Claire
University Senate Executive Committee**

Minutes from February 5, 2019
Volume 55, Number 8

- Present: Carey Applegate, Albert Colom, Selika Ducksworth-Lawton, Chip Eckardt, Elizabeth Glogowski, Bob Hooper, Marquell Johnson, Jen Kieffer, Colleen Marchwick, Jill Markgraf, Sean McAleer, Bill Miller, Geoffrey Peterson, James Schmidt, Pedro Sottile, Evan Weiher
- Absent: Dan Gharrity, John Haven, Tamara Johnson, Patricia Kleine, Charlotte Sortedahl, Tom Storm
- Guests: MJ Brukardt, Linda Brunner, Karen Calloway, Hannah Codling, Jack Connell, Madeline Forrest, Kelly Holzer, Lindsay, Kroll, Alexandra Kurtz, Liz Nolden, Austin Northagen, Jackson Schmidtke, Hillary Smith, Jenni Sterling, Branden Yates, Anna Ziedell

A regular meeting of the University Senate Executive Committee was called to order by Chair Weiher at 3:00 p.m. on Tuesday, February 5, 2019 in the Council Oak Room of Davies Center.

- 1) Consult with administration regarding cross divisional changes (US Council Executive Committee and Student Senate Executive Committee members invited)
 - Handout was provided and explained
 - Consultation held
- 2) Approval of the Minutes of December 4, 2018
 - Approved as distributed
- 3) Ten Minute Open Forum
 - Employee Retention
 - Concern brought up about how are we working to retain employees as we are not as attractive as we once were
 - Looking at targeted investments as finding the right talent is important
 - There is a real and absolute cost to retention
 - Considering putting together a package that makes sense as well as looking at the on-boarding process as we want them to feel more connected to the community
 - It is a negative for faculty that input is not captured in Sam and Pam
 - Equity is a real issue
 - Title and Compensation Study should be coming out
 - Many people are not appropriately compensated
 - Looking at intangible types of things to give other benefits to our employees
 - Suggestions and feedback is welcomed
 - Closing the university in inclement weather
 - Many are confused on what the email message really meant
 - Faculty and staff get to go home and the university staff are required to stay and they are the lowest paid
 - Chancellor encourages conversations to be held in the units/departments as many offices would not need to be open
 - We do not need to be so prescriptive and can be more flexible since we are no longer under the union
- 4) Consult with administration regarding Budget Director position
 - Consult did not occur as this was postponed for an unset future date
- 5) Review of tentative agenda for February 12, 2019 meeting of the University Senate
 - Approved as amended
 - Add as For the Records items from Academic Policies Committee:
 - Certificate in Anthropology
 - Certificate in Digital Marketing Analytics
 - Add New Business from Academic Policies Committee

- First reading - Motion from APC: Elimination of Music Piano Emphases
- 6) Announcements
- None

Meeting adjourned at 4:07 p.m.

Submitted by,
Tanya Kenney
Secretary of the University Senate