

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

Minutes from November 3, 2020
Volume 57, Number 5

Present: Jasmine Case, Grace Crickette Chip Eckardt, Elizabeth Glogowski, Marquell Johnson, Patricia Kleine, Bridget Kurtenbach, John Mann, Colleen Marchwick, Jill Markgraf, Sean McAleer, Kelly Murray, Geoffrey Peterson, Kristin Schaupp, James Schmidt, Charlotte Sortedahl Pedro Sottile, Ka Vang, Ryan Weichelt, Evan Weiher

Absent: Warren Anderson, Abbey Fischer

Guests: MJ Brukardt, Mike Carney, Margaret Cassidy, Marc Goulet, Debra Jansen, Nichole Owen, Jill Prushiek, Linda Young

A meeting of the University Senate Executive Committee was called to order by Chair Weiher at 3:00 p.m. on Tuesday, November 3, 2020 via online (Microsoft Teams) meeting.

- 1) Approval of the University Senate Executive Committee Minutes of October 20, 2020
 - Approved as amended
 - A typographical error corrected
- 2) Open Forum
 - Guests during a meeting cannot speak before and against motions but only to provide information
 - COVID
 - There are still concerns over not going virtual after Thanksgiving
 - Perhaps a resolution or a statement can be made from Senate
 - Our numbers are only getting worse so would like to know that direction we are heading to allow people to be able to start planning
 - We continue to monitor all the data that is coming in
 - Chancellor recently met with Dr. Birx and it was stated that universities are not part of the problem, but rather, part of the solution
 - We might be better able to identify people that are actually carrying the virus as we have the testing capabilities, where if they go home, they might not have the availability to testing
 - By the end of the week we will be pushing to test off-campus students as well as all faculty and staff as we recently received a huge influx of federal money for testing and staffing
 - Interim President Thompson has some good federal contacts, so this is helping us
 - If we did decide to go online, then we would have to consider the need to refund housing
 - Would consult with UW System as we refunded monies last year
 - We might start to pick up cases from Halloween later this week
 - There were some lines outside the bars but the amount of people inside was limited
 - Best science suggests that you can still be reinfected
 - We now have antibody testing
 - Assuming the spikes aren't high we will start a communication plan about Thanksgiving
 - Reminders about limiting travel will be good as well as the risks involved with if they do decide to travel but regardless, we will continue to monitor
 - We should have the capacity to test every single person before they leave for Thanksgiving
 - Students have been responsible if they test positive as they isolate/quarantine
 - The structure of the classes keeps the students structured and it keeps them in the culture of wearing a mask and staying 6 feet apart
- 3) Review of tentative agenda for November 10, 2020 meeting of the University Senate

- Approved as distributed
- 4) Faculty and Staff Mental Health
- Concerns were brought up at Senate, but they mainly revolved around the election and so far, it sounds like voting is going smoothly
 - The discussion should be centered around morale for faculty and staff in higher education and about the longevity and continuance for what higher education will be in the future
 - CIE is anxious for immigration restrictions and what it means for our students
- 5) Biweekly Payroll

A resolution was circulated for discussion and it was seconded

- As of February 1, everybody will be moved to biweekly payroll
- This resolution hopes to delay the start date
- Leave reports were not yet figured out
- System shared services doesn't seem ready to deal with this
- 9-month employees will still get checks over 9 months, not 12 months
- Was said to be a fiscal advantage to System to switch to biweekly payroll
- Deductions will be divided after February
- They say the cost savings is because we have so many pay calendars that require additional staff time to deal with as well as the software add-ons that we wouldn't need
 - No document was seen showing the saving but that is what was stated
- Do not think there is any way to stop this
 - It isn't about stopping it but rather to delay it enough to allow people to adjust their bills
 - Getting time to adjust budgets would be helpful
- HR has been asked to drop everything to implement this
- We would need to put forward this resolution sooner rather than later
- Seems like logistically we would have to put timesheets in every two weeks
- Time and effort go into customizations but perhaps it could save money in the long run
- Madison doesn't think their work will be done in time to implement this anyway
- System continues to roll out things that are not planned out well
- In addition to our resolution, there should be a request from the Chancellor as well as HR highlighting the negative impacts this implementation date has as February deductions will cause hardships and furloughs will also play a part in our pay
 - Bothered by how System doesn't take costs into consideration as there are always hidden costs to these changes
- Interim UW System President Thompson seemed to jump on the idea of pushing back the implementation date
- University Staff concerns were not brought up as part of the reasoning for the switch
- Interim President Thompson wants our bookkeeping practices overhauled
- This is very hard for lower paid members of our staff and faculty and to have System say we should better manage was a hard pill to swallow when you are already low paid
- Administration at UWEC agrees with the arguments made today
 - If it happens this quickly then Chancellor Schmidt will try to work with Foundation to find a way to help lower income people and those that need it
 - We have enough on our plates and it's about the lack of transition time

VOTE to bring this forward to Senate: PASSED

- 6) Announcements
- Please vote

Meeting adjourned at 4:03 p.m.

Submitted by,
Tanya Kenney
Secretary of the University Senate