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

Absent:
   David Miller

The regular meeting of the University Staff Council Executive Committee (USCEC) was called to order at 9:00 a.m. on Tuesday, March 1, 2016 by Chair Spahn in Old Library 2131.

1) Approval of the February 2, 2016 minutes of the University Staff Council Executive Committee minutes
   • Approved as distributed

2) Open Forum
   • None

3) Chair’s Report
   • Chair Spahn was asked to be on Goal 1 of the EDI Implementation Team
     • Structured around “strategies” for including faculty and staff EDI contributions in annual evaluations, promotion and tenure decisions
     • To parallel the faculty component, we will also need to craft language for academic staff as well as university staff
       • Curious if faulty already have that component
       • Questioning if we have the resources
       • Guidelines and training would be needed
     • Shared governance met with James Langnes, Student Regent
       • Shared governance representatives were Geoff Peterson, Sherri Serros, Katie Wilson, Provost Kleine and Vice Chancellor Hellwig
       • Student Regent, James Langnes talked about tuition and tenure issues
         • He was to take back concerns/discussion to the regents this month
       • Geoff Peterson talked about tuition and tenure
         • The push is to try to find affordability and quality so ideas are being floated around
           • Differential tuition and pay per credit
       • Chair Spahn and Kate Wilson talked about lack of compensation for academic staff and university staff
         • We are losing too many employees as we are no longer competitive
         • Low morale

4) Unfinished Business
   • The survey on the compensation piece for the University Staff Rep is still unfinished
   • Bylaws changes
     • this impacts us a lot going forward
     • David Miller talked about a special meeting but we still have not gotten the Chancellor’s comments
     • Chair Spahn to contact David Miller to try and get the written responses as he mentioned that he would put the Chancellor’s comments in writing
• Then we can meet again to discuss Chancellor Schmidt’s concerns
• This is needed for the annual meeting
• This is somewhat urgent to get taken care of
• We need the information ahead of time so we can be thoughtful about our responses
• The FASRP and University Staff Handbook will be passed off when Wanda retires
  • Chancellor Schmidt’s administrative staff will take over the FASRP and the University Staff Handbook will be taken over by Human Resources
  • A point person is necessary
• Performance Evaluations
  • The Personnel Committee met and they are looking at performance evaluations
  • There are issues on the performance evaluation that is linked to the HR website
  • A performance evaluation should not be used for disciplinary actions
    • Some things on that are included and they should not be
  • A menu has been mentioned but the basics need to be on there as it needs to be uniform for all university staff across all working areas
    • Things need to be consistent
    • Wondering what the purpose is for a menu of forms
  • The Personnel Committee can work on this with David Miller
  • This is important because if this will be a vehicle for merit pay then we need an avenue to be able to compare department to department
  • We also need an EDI piece

5) Announcements
• This is Wanda’s last University Staff Council Executive Committee meeting
  • Thank you for your service
  • Her knowledge and expertise will be greatly missed
  • Wanda Schulner and Greg Hazen’s positions on the Council to remain vacant until the next election as it is fast approaching
• Chair-elect
  • Chair Spahn to again ask for nominations for the chair-elect position at the next University Staff Council meeting

Without objection, meeting adjourned at 10:01 a.m.

Submitted by,

Tanya Kenney
Secretary to the University Staff Council Executive Committee