Members Present:
Susan Ayres, Jack Connell, Craig Ernst, Judy Gatlin, Tanya Kenney, Lindsay Kroll, Debra Lang, Jean Piper, Anita Spahn, Jenni Sterling, Diane Roadt

Members Absent:
Jay Dobson, Greg Falkenberg, Bill Hoepner, Robin Leary, Dianne Lund, David Miller, Nicole Owen

Guests:
Astrid Nilsen, Mike Rindo

The meeting of the University Staff Council (USC) was called to order at 10:02 a.m. on Tuesday, December 20, 2016 by Chair Spahn in the Centennial Room of Davies Center.

Without objection, the Garfield Avenue Redevelopment Plans and Timeline Presentation will be heard as the first item of business.

1) Approval of the November 15, 2016 minutes of the University Staff Council
   • Approved as distributed

2) Open Forum
   • None

3) Administrator Remarks
   • None

4) Reports
   a) Chair’s Report
      • Merit Working Group
         • Starting over as the initial plan was denied
         • Will be meeting January 3\textsuperscript{rd} and the Chancellor will attend
         • Looking at about 25\% of employees to get a merit adjustment
         • Commended for their work on this and in their push to recognize a wider number of staff
         • An overview of how the original plan was laid out was discussed
            • The committee acknowledged that there is a negative morale issue on this campus due in part to the lack of compensation and all of the changes in workload
      • Equity Working Group
         • The committee is still gathering information and trying to get local information on compensation as university staff are generally from this area
• HR Director wants to also include benefits in the numbers but it was brought to his attention that since he wants to use the CUPA data then we better also make sure that their information includes benefit allocations
• It was restated that HR would not know how many people have been turned down for a pay adjustment before it gets to them
• VC Hellwig consulted with the University Staff Council Executive Committee regarding the Director of University Recreation and Sports
• Regents Buddies meeting invitation was given to Chair Spahn, Representative Ayres and Chair-elect Ernst for December 9th
  • Topic was Creating Positive Changes
• Met with the Chancellor yesterday
  • Performance Management Policy is sitting with David Miller

b) University Staff Representatives Report
• Had a meeting December 2nd
• UW Oshkosh is working on a salary equity study
• UW Milwaukee said their compensation payments went out and everybody got just over $1000
• UW Parkside announcement letters went out for their compensation
• UW Platteville is involved in the supervisory training
• Conceal Carry will be coming up again
• Our request for a pay increase was a reasonable request
• Performance based increases are being talked about at the System level

c) Committee Reports
• Personnel Committee
  • Met last Friday
  • Supervisory training was presented from HR
    • Blugold Excellence in Supervision
      • It will not be mandatory but will potentially be offered twice a month
      • Concern(s) noted that it will not be required for all
      • Another training in leadership skills might be offered
    • New performance evaluations are on the HR website
      • If merit is based on the performance evaluations then training should be mandatory
      • The Personnel Committee gave recommendations for changes to the forms but it is not known if any of those changes were made prior to HR posting the new forms
• Communications Committee
  • The website should now be reflecting current information
  • They symbol has been removed
  • Jean Piper did some training on Common Spot for the Communications Committee
• Nominating Committee
  • Very close to having all of the committees full
• Professional Development Committee
  • None
• Compensation Committee
  • None
5) Unfinished Business
   • Results from the election should be shared at the January meeting

6) New Business
   a) Garfield Avenue Redevelopment Plans and Timeline Presentation
      • The Presentation is available on the University Senate website and will be linked in the minutes
      • Concern that there is no bathroom near the Amphitheatre
      • Concern about those with disabilities and the distance to parking and bathrooms
      • Admission, Alumni Office and Foundation will be located where the houses are to be razed
      • A water feature should not be used if we are trying to go green
      • Concern that the Old Library Building is becoming a Student Services Building and it is becoming less and less accessible especially to those with disabilities
         • The entire area is not ADA friendly and less space is being dedicated to ADA parking, student parking and visitor parking
      • Any trees that are bigger than 8 inches will be salvaged
      • More trees will be planted than are taken down

7) Announcements
   • None

8) The committee contemplates going into closed session pursuant to Wisconsin State Statute 19.85(c) to discuss nominations/elections for vacancies for the purpose of discussion.

   Without objection it was MOVED and seconded that the committee go into closed session under Wisconsin Statute 19.85 (c) for the purposes of discussion.

   Motion PASSED without objection by Susan Ayres, Jack Connell, Craig Ernst, Judy Gatlin, Lindsay Kroll, Debra Lang, Jean Piper, Anita Spahn, Jenni Sterling, Diane Roadt

   Without objection, meeting adjourned at 11:30 a.m.

   Submitted by,

   Tanya Kenney
   Secretary to the University Staff Council