January 27, 2017 Meeting Minutes University Staff Council

**Members Present:** Kelly Campbell, Rose Stephenson, Dennis Rhodes, Scot Krause, Bryan Peters
HR Liaison: Richard Thal

**Members not present:** John Owen

July Meeting Minutes Approved on a Motion from Bryan, Rose with a 2nd (Link); Edit minutes to reflect Scott Krause was present.

**Vacant Position**
Kelly proposes not filling the vacant position. If members vote to hold it open it can be left open. Discussion over if 7 people are needed on the council and maybe 5 would do. Consensus was reached that 7 is good in light of the need to have representatives from 3 buildings. 
Scott motioned to keep it open, Rose with 2nd. Vote was unanimous in favor of holding the position open.

**Filling Vice Chair**
No immediate candidate for Vice Chair. Rose nominated for Vice Chair. Kelly moved, Scott 2nd. Unanimously approved.

**Program Committee**
Ann Fischer has been unable to participate. Wellness, savings programs discussed. Professional development opportunities offered by UW-Madison were discussed. Council members were encouraged to think about programming. Trainings available on lynda.com provided by UW Madison accessed via the employee portal with NetID credentials.

**UWSA Yearly Meeting**
The logistics of the meeting were discussed, specifically what room to use for a discussion. Rich discussed using the Madison Club and the Memorial Union was also mentioned. The Service Center may be ideal because many University Staff are already there.

**Statewide Governance Update**
The group has produced a useful purpose statement that can be seen at our SharePoint. UW-Whitewater staff have been leading a discussion and the purpose is modeled on academic staff statements. Regent policy 2020 is referenced. Campuses are losing University Staff.

To our knowledge, statewide polices, around travel for example, are not being reviewed by university staff. The Council discussed how system wide policies are shared with governance groups and what polices should be subject to review.

Kelly will talk with Margo and Todd Bailey about system wide policies and the opportunity for Council feedback.
**Forward 20/20 Forward Plan**
Scott discussed the “Operational Excellence” portion of the plan and encouraged Council members to read that section. Should the council issue a position on the Forward 20/20 plan? Scott talked about the process of bringing a resolution to the Council.

**HR Update**
The title and compensation study consultant and their work was discussed. The proliferation of titles is one issue that will be addressed. The idea has been around for at least 15 years or longer. Over time inequitable salary issues tend to arise when new employees are hired in a higher salary than existing salaries. Campuses have over time developed disparate titles and salary structures.

The federal overtime changes are likely dead.

An online health virtual benefits counselor is being developed. “Ask Alex” is an example. The idea is not to replace benefit staff. As the health insurance market and options get incredibly complicated counseling pressures increase.

Electronic I9’s are being developed; Sexual violence prevention training is being offered.

Ray Cross onboarding video was shown.

An employee resource page can be found here: [https://www.wisconsin.edu/ohrwd/uwsa/employees/welcome-to-uw-system-administration-uwsa/employee-resources/](https://www.wisconsin.edu/ohrwd/uwsa/employees/welcome-to-uw-system-administration-uwsa/employee-resources/)

Rose motioned to adjourn the meeting at 12:15, Kelly with a 2nd.