



University Staff Council March 20, 2019 Meeting Minutes

Members Present: Rose Stephenson, Jeremy Johanski, Chandrakala Suresh, Gareth Green, Diane Waters, Jacob Dwyer, Dennis Rhodes

Ex Officio Members: Heather Kennedy, Margo Lessard

Agenda

1. Introductions

Margo introduced Heather Kennedy, who is taking over as the leader of the Title and Total Compensation Team at UWSA. She thanked the University Staff Council members for their dedication and thoughtfulness, and expressed her personal appreciation for the role of Shared Governance in the life of the UW.

Introductions were made going around the room.

Jeremy introduced the meeting agenda.

2. Joint Governance Updates – Gareth and Jeremy

a. Professional Development

Jeremy reported that there was discussion during the last System-wide University Staff Council meeting regarding a Professional Development survey that was conducted by VP Brokenburr. After reviewing the results, the USC felt that there was still a lot of confusion regarding the precise definition of 'Professional Development' and requested that VP Brokenburr develop such a definition.

b. TTC Advisory Council Rework

The last Staff Council meeting was the first time for the council acting as the Advisory Council for the TTC. There was some good interaction with the TTC leadership regarding what the charge was for the Advisory Council and what that really means.

3. Title and Total Compensation project

a. Current status - Jeremy

Jeremy talked about where we are with initiating Advisory Council participation, and specifically his and Gareth's participation with the TTC project.

Heather provided her perspective on the UWSA TTC team. She thought that the team had been charged with communications / information sharing, but that the team had struggled in knowing

the best way to move it forward.

Heather explained that the first draft of the Standard Job Descriptions (SJD) have been developed and the project is preparing to do the first review of the drafts. She noted that Faculty titles are out of scope.

Gareth asked for clarity on who is being asked to participate in the SJD review exercise. Heather responded that the people participating should be someone who actually works in the area from the campus who was designated for that job family (and from UW-Madison).

b. Participation changes/opportunities - Gareth

Heather confirmed that the SJD review is not an appropriate channel for University Staff to become involved in the TTC (if they are not already). She agreed to seek information regarding other possible avenues for involvement (e.g. project workgroups).

4. Bylaws Review – Rose/Jeremy/Andrew

Jeremy presented the proposed changes to the bylaws. He explained that the purpose of the changes was to provide opportunities for participation by new University Staff being onboarded as part of the Restructuring Project, as well as staff who might be brought onboard in future organizational restructuring efforts (such as UW Shared Services). There was general discussion of the wisdom of this change. There was general agreement that the bylaws should be amended to indicate that the opportunity to elect a USC representative should be extended to the COEL staff; we can then revisit the bylaw change after a year to see if it still makes sense.

5. Elections Planning

There was discussion of extending an election opportunity to the University Staff in the office formerly known as COEL, who are coming on board on July 1st. The council agreed to move forward on this.

There was discussion of what leg work is necessary to prepare for the next election. Some of this could be addressed in the May meeting; Gareth suggested that members of the council could visit each of the four main office locations (660 W. Washington, 780 Regent St., Van Hise and Research Park) and give an informational presentation to University Staff regarding the value of Shared Governance as a means of improving participation in the upcoming elections.

We will work on establishing a date for the annual meeting, and then for the elections.

6. UW Restructuring Project Update – Jeremy

No new developments (other than what is mentioned above).

7. HR & Legal Updates – Heather

Heather noted that the Salary Threshold for the Fair Labor Standards Act is up for public comment. The perception is that there will be no impact on UWSA.

8. Other Committee Updates?

i. Policy

ii. Programs