University Staff Council
October 23, 2017 Meeting Minutes

Members Present: Rose Stephenson (Chair), Jeremy Johanski (Vice Chair), Kelly Campbell, Bryan Peters, Dennis Rhodes, Mike Shattuck

Members Absent: Chandhu Suresh

Administrative Liaisons: Margo Lessard, Rich Thal

1. Approve minutes from July 21 meeting. Motion by Kelly, second by Jeremy

2. Report on Governance Meetings – Dennis Rhodes
Faculty and Staff heard UWSA presentations on Title and Total Compensation project and the pay plan contained in the 2017-19 budget. The University Staff breakout focused on the operational challenges posed by the UW-Colleges restructuring project.

3. Discussion on UW Colleges and UW-Extension Restructuring
Council members expressed concern about the short timelines proposed for the project given the length of time even smaller reorganizations have consumed.

4. UWSA All Staff Fall Meetings Nov 1 and 2
The need for compelling topics came up and council members need to be creative.

5. Updates: Performance Management Work Group (PMWG), Meet with Academic Staff Committee
The PMWG completed its recommendations around a new performance tool, enhanced training for managers and employees and more frequent evaluation or “touchpoint” meetings.

6. Title and Total Compensation Project Teams
UWSA has not to date formed a team.

7. HR Update
Margo presented on the pay plan and the Council discussed on how the pay plan will be distributed assuming the Joint Committee on Employment Relations (aka JOCER) approves the budget recommendations. It was agreed that a joint meeting with the Academic Staff Council should be put together to discuss options for distributing the pay plan.

8. Adjourn
Kelly made a motion to adjourn; Bryan seconded. The meeting adjourned at 11:30