

Meeting Minutes
September 13, 2017
1:00-2:30 pm, Sage Hall 2210

Present: Jodi Anthony, Becky Beahm, Heidi Frey, Lisa Goetsch, Dana Hartel, Michelle Highley, Marci Hoffman, Theresa Hopp, Julia Hodgen, Sue Jaeke, Ricky Johnson, Sarah Martin Kriha, Laurie Mishleau, Shirin Skifstad

Excused: Jennifer Davies

Guests: Cindy Schultz, Anne Milkovich

SAS Liaison: Liz Bannenberg

Admin Liaison: Laurie Textor

1. The meeting was called to order at 1:00 p.m. by President Jaeke
2. Guest: Anne Milkovich, Policy on Policy - Their committee is now on their final round of gathering input and then will be working on finalizing the policy before bringing to all employee governance groups for final approval. A handout was distributed explaining the process and Anne went through it step by step. A web page will host a list of all the policies, which will be done in a standalone style where policies will be listed separately by categories. This means that the employee handbook itself will be under review as well. They will be asking for a policy manager role to keep tabs on them for gatekeeping purposes. They will also be determining a policy team chosen from each area that is affected by each particular policy. Discussion included: Who decides what policies are approved to be reviewed and considered; whose responsibility will it be to support it; these are for institutional policies, not division/area policies; rules vs. policies; policy manager role duties, concerns of how employees not on a major committee or senate contact those to get a policy considered; and the ability to see feedback from each group would be considered an asset. Anne was thanked for her work on this!
3. Approval of the Minutes of June 14, 2017 meeting as amended by Martin Kriha/Frey.
Passed Unanimously.
4. Committee Reports
 - a. President's Report – President Jaeke reported on the following items:
 1. Governance Participation Policy is now to the open meeting stage. Discussion included the best steps to move forward to be sure campus is educated and informed on this policy. Support of administration and all leaders will help assure that all concerns and questions are addressed. This support will also help explain that this a federal law and needs to be made clear. Hopes are to hold two separate sessions open to campus.
 2. Budget and Compound Financial Index (CFI) numbers were shared at Leadership Council. All areas were asked again to take another look at own areas for budget

reduction considerations. Also, position requests are being considered, to rehire only those considered essential.

3. Patti Wild, from the College of Business, passed away. Cindy Schultz will be taking the lead on gathering contributions and/or gifts for her. Services will be held this Saturday.
 4. The Director of Graduate Studies Search and Screen made an offer to a candidate, but it was turned down. The committee is now looking at what to do next.
 5. HLC update coming in November.
 6. D2L will be moving toward CANVAS, fulling the switch by Fall 2019.
 7. President Jaeke asked if anyone is able to attend the System Representatives meeting in September as she is unable to attend.
 8. The Workplace Expectation Policy was finalized and posted!
- b. Treasurer's report:
- i. University Staff Senate: \$ 720.00
 - ii. University Development & Appreciation Day: \$1117.86
 - iii. University Professional Leadership & Development: \$4,900.00
- c. Faculty Senate Representative - Senator Hartel - Main item to report was that they still had some concerns with the Children in the Workplace Policy. Revisions are being requested and it will be coming back through for approval again.
- d. SAS – Nothing to report, they haven't had their first meeting yet.
- e. Marketing Committee - Senator Hartel reported that she will be stepping down from the committee.
- f. USDAD - The committee has decided on May 31st for next year's date.
- g. Leadership Development Program - Senator Goetsch reported that they are working on a survey they will be sending out to gather feedback. The survey will be going to all that were invited, not just participants, with the hopes to understand why some were unable or chose not to attend.

5. Approval Items

- a. Committee Appointments:
- b. Faculty Senate Representative - Dana Hartel
- c. Healthy Titans 2020 Committee - Morgan Stewart
- d. Student Conduct Panel - Shirin Skifstad
- e. Search & Screen for AVC for Faculty & Academic Affairs - April Dutschek & Becky Beahm

MOTION: Moved to approve the committee appointments by Hodgen/Goetsch. Passed Unanimously.

USS 1718-01 The University Staff Senate approved the following committee appointments: Faculty Senate Representative-Dana Hartel; Health Titans 2020 Committee-Morgan Stewart;

Student Conduct Panel-Shirin Skifstad; Search & Screen for the AVC for Faculty & Academic Affairs - Becky Beahn & April Dutscheck.

6. Discussion Items:
 - a. Title and Total Compensation - Laurie Textor reported that the system wide committee working on this is making sure all needs are considered from each university. Madison will be the only university with their own rules; all the rest of the universities will fall under the same set. Human Resources has a link to the ongoing progress and information for this: <https://hr.uwosh.edu/title-total-compensation-study/> She went through the phases and how the upcoming phases will be reviewing the categories of job titles. The committee is hoping to gather some comprehensive feedback and move forward after that. They have had their first team meeting and will be meeting monthly and staying in touch with system regularly. Discussion items included: Explanation of the potential to 'work up the ladder' options and budget effects from the study.
7. Announcements from Senators -
 - a. Senator Goetsch requested feedback on the consideration of renaming the Wells Award.
 - b. Senator Hodgen reported that the Budget Committee continues to work hard as we work through a shadow year. Understanding and transparency are still very important.
8. Information Items - None
9. Next meeting – October 11, 2017 in Sage 2210.
10. Adjournment

MOTION: Move to adjourn by Hartel/Johnson at 2:29 pm.

April Dutscheck,
Recording Secretary