

2019-20 Academic Staff Committee
MEETING AGENDA
August 21, 2019
1:30 p.m.; CL 735

- I. Call meeting to order
- II. Determine minute taker for meeting
- III. Approval of minutes
 - a. Minutes from July 17, 2019
- IV. New Business
 - a. AS Committee Chairs (AS Personnel – Jena Richter Landers; L&IC – Jodi Pierre; PDAC – Joe Schoenebeck; PDPC – Laura Nolan)
 - i. Committee Charges
 - ii. Open Meetings and Records Laws
 - iii. Committee updates
 1. Select new member for L&IC
 - b. HR Update – Melissa Nash
 - c. Provost Alexander – Welcome and Updates
- V. Governance/AS Committee Reports – see attached for updates
 - a. T&TCS Project Team Report (Sherri Arendt)
 - b. Replacement on L&IC (two year term)
- VI. Other Business/items for next meeting (September 11, 2019)
- VII. Adjourn

Governance /AS Committee Reports

1. UWS System Rep (Sherri Arendt)
2. T&TCS Project Team Report and Comp and Workload Committee (Sherri Arendt)

Joint Governance Advisory Council & T&TCS Update for August 21st ASC Meeting

T&TC – HR created and posted fliers on campus bulletin boards

Notices for open T&TC forums first weeks in August – urge attendance

-Summer Title & Total Compensation Teleconference (T&TC) was held July 19th



Advisory Council TTC

Update July 19 2019 (Technical difficulties and fires in Madison affected communication capabilities)

- Project Update
- Compensation Philosophy
- Benefits Update
- Next Steps

UWGB- T&TCS Project Team Meeting July 25th 2019

- Current Status Update Review of the draft titles and SJDs is complete! March 2020 is the implementation timeline for moving employees into the title structure. There are 700+ titles and standard job descriptions (SJDs)
- Next step is job mapping. Manager and HR meetings to occur to look at SJDs. HR will provide a proposed match for each employee to an updated job title and job description. This should wrap up in the fall. In Winter, the step of job mapping will allow employees to discuss their updated title and SJD with people manager
- Training/Communication plan ---there will be a people manager assessment using qualtrics going out to supervisors to gather feedback on how much they know about T&TCS
- The appeals process “policy” coming from System soon and should be vetted by the advisory council. Any appeals will occur after the March 2020 implementation through the process.
- HR determining who will attend the train the trainers
- Communication updates ---Attend All-Employee open forums in early August
- Employee benefits survey preliminary findings results to be released in fall of 2019
- The project team, based on Mercer benefits analysis and stakeholder input, will *recommend* a benefits strategy by Jan 1st 2020 to enhance UW benefit offerings. Changes (enhancements to benefits, not decreases) would be subject to BOR and legislative reviews and approvals.
Updates check out this website: http://blog.uwgb.edu/hr/2019/08/title-total-compensation-project-update-august-2019/?utm_source=dlvr.it&utm_medium=facebook

3. Strategic Budgeting Committee (Jamee Haslam and Joe Schoenebeck)

Update: Met 7/18/19

- Sheryl and Mike Alexander (Provost) are co chairing the committee so any questions outside of meetings can be sent to them.
- Any questions about timeline, process should be brought forth to Sheryl and Mike (Provost)

- Andy Bleier joined the Business and finance office as a Budget Analyst and will be working with Dick and Sheryl on implementation.
- Next steps – Business and Finance office and Provost Alexander will be working with Academic Units via UC Chair – Jim and Faculty Senate starting this fall to communicate timeline. They will request that units formulate an “academic plan and growth model” then they will help the unit build a budget to fit the plan. This will start this fall. Conversations will be had with support center leaders regarding plans as well. Moving to 5 year budget planning - it’s a matter of when, how and getting the process right. Mike stated this budget model gives incentives for doing good work in supporting each other.

Future Strategic Budget Committee meetings are as follows:

- Thursday, October 17 ~ 1:00-2:00 pm in CL735 (Human Resources)
- Thursday, December 12 ~ 1:00-2:00 pm in CL735 (Human Resources)
- Tuesday, March 31 ~ 1:00-2:00 pm in CL735 (Human Resources)

4. Master Planning Workgroup (Lynn Niemi)

5. AS Personnel Committee (Pat Hicks)

6. AS Professional Development Allocations Committee (Bao Sengkhammee)

7. AS Professional Development Programming Committee (Lynn Rotter)

8. Leadership & Involvement Committee (Jamee Haslam)

Election results from spring 2019 reviewed for additional interested individuals to serve on L & I committee to replace Parker Nadeau (moved to University Staff position)

ASC to discuss at 8/21/19 meeting and will forward to L & I Chair and SOFAS