

University Staff Council (USC) – Minutes
January 10, 2023 – 2:00-3:00 p.m.
UW-La Crosse, Graff Main Hall Room 325

Call to Order – 2:00 p.m.

Roll Call – Introductions

Council Members in attendance: Karen DeSchepper, Leslie Fell, Ashley Hansen, Bill Klein, Domingo Carrion, John Eaton, Terry Stika, Jerry Fogel, Kimberly Schliebe

Absent: Nicole Novak, Jeanne Voss

Guests: Jenna Greene, Lynne Smith, Katie Olan, Becky Yoshizumi, Amy Ticknor, Sean Hurtubise, Ken Morris, Bob Hetzel

Guest Dr. Bob Hetzel –

- Reviewed monthly meetings with Executive Team for USC and other Governance groups. These meetings are very important because our voices matter and need to be heard. Post COVID, Bob wants to attend USC once a semester.
- Employee Engagement Survey results have been reviewed. Wages are a large concern.
- Bob shared information on the 1% Lump Sum we received in December and the next coming in March. UWL is the only campus in System to receive this payment. Governor Evers is proposing a 4% pay plan increase. The BOR and System President Jay Rothman recognize that we need more. The Legislature has the final decision and feels 4% may be too high.
- PSSC phase II, \$181,000,000, is our project priority along with the parking ramp next to CFA.
- The new Fieldhouse officially opens on January 23rd. Open hours for university employees to walk and use track space. 6:00 a.m. – 8:30 a.m. and lunch hours 11:00 a.m. – 1:00 p.m. Administration wants to give back to employees at the university.
- Raise of Student wages to be more competitive with employers outside of campus. Grad Assistants are only being compensated \$11,800 now which is not very much. They will be raised to close to \$15,000.
- Administrative staff wages are being reviewed so we can update and be more competitive with compensation. No specific details yet but aware that something needs to be done and will be done.
- Terry asked for a time frame on Murphy Library basement completion. Just settled with State end of October / early November. The project will cost over \$1 million which puts that project in the hands of the State building department. Project will be completed in two phases with the first optimistically beginning fall semester 2023. Hoping to get State approval soon. It has taken too long which shows the inefficiency of the System. Bob reviewed flooding history. Student access to space, optimistically Spring semester 2024.

- Ken complimented Bob and System on pay increases we have received and the benefit package we have as employees. Much to be thankful for. We have quality care in the health field and an incredible retirement plan. Please review benefit packages with new staff.
- NEO, New Employee Orientation, discussed. Retention is an issue for many employers, UWL included. NEO will be rolled out on January 25th. Power Point presentation will be shared for all to view and learn from. We are challenged with recruitment and retention. What are we doing to help retain? Every division and department are working on benefits and still trying to meet operational needs. Work from home options and things like Fieldhouse walking hours, NEO, and campus items like Chancellor's lunch and the 1% lump sum matter and add up. Administration trying to be more attentive and make a difference.
- Compensation program is not perfect. The fairest way is to base the increase on a percentage of your salary. The 1% Lump Sum program follows the Base Compensation Program. Not perfect but only fair way to distribute.
- REC options for employees questioned. The REC is funded by Student Funds therefore, employees need to pay for its use. Even departments need to pay to use the REC, example ESS.
- Lisa Klein working with local businesses to hopefully offer discounts to UWL employees.
- ATP history, explanation, and update. \$225 million software upgrade or system merger. Applications such as People Admin, HRS and Wiser will be merged over the next 18 months. Anticipated roll out July 2024.
- Additional benefits shared by Sean. Free parking, Health insurance opt out program increase, and gym membership reimbursement mentioned. Tuition freezes for 10 plus years and other budget dilemmas prevent us from offering benefits such as this.
- Violence in the Country and School Campus' discussed. Bob shared experiences and reassured us that Administration is aware and Chief Hill is mindful and keeps his staff trained and as ready as they can be if God forbid, something happen on our campus. Security measures have been changed and cameras have been installed to protect the campus community. Safety measures will continue to be enhanced and added to keep our campus safe. Our Police Department works to learn from each violent act to protect our campus.

Approval of Minutes – Motion to approve/ seconded. All approved

Treasurer's Report – Filed for audit

Committee Reports:

USC Bylaws - Mary Grattan & Bill Klein

No update

USC Committee on Committees – Amy Servais

No update

USC Elections –

No update

USC Program, Grants and Fundraising (PGF) - Karen DeSchepper

Planning Spring Newsletter in early February. Ingrid retiring, now down to 3 people, need new committee members. Rotary Lights assignments successfully completed, and tree still looked good on January 1 when taking it down. Checking on Fieldhouse availability for USC Building Showcase this spring; however, there appear to have been delays as to when it is officially open.

USC PGF/Sub-committee Grants – Nicole Novak

The next University Staff Professional Grant deadline is Wednesday, February 1 for events taking place between March 1 – June 30, 2023. See <https://www.uwlax.edu/university-staff-council/university-staff-professional-development-grant/> for more information.

USC Excellence Award – Karen Brandt

The supervisor/director letters for US Excellence Award nominations were sent thru campus mail. The nominations email was sent to the chancellor to send campus wide. The deadline for nominations is March 1st.

USC Excellence Recognition – Becky Yoshizumi

Nothing new. Date is June 28, 2023. Meeting next week.

UW Shared Governance – Pearl Bearhart/Karen DeSchepper

No update. Next meeting 2/3/2023.

Joint Committee Representation Reports:

Joint Academic Initiatives Differential Allocation Committee – VACANT

Joint Environmental Sustainability Committee - VACANT

Next meeting dates, held in 2310 Union and has virtual options: Jan 27 – Guest Scott Brown; Feb 10; Feb. 24 – Guest Bob Hetzel; Mar. 3; Mar. 24; Apr. 7; Apr. 21 (Graff 325); May 5

Joint Planning and Budget – Mary Grattan and Pearl Bearhardt

From the 11/30/22 meeting, possibly included in December report as well. See Committee Reports for details.

Joint Legislative & Regents Relations - Nicole Novak

No update

Joint Multicultural Affairs – Kimberly Schliebe

No update

Joint Parking and Appeals Committee – Mark Beckerjeck

No update

Joint Freedom of Speech Program Committee – VACANT

Joint Textbook Oversight Committee - Sandra Vinney

No update

Community Engagement Council – Karen DeSchepper

Nothing to report. Upcoming meeting on 1/26/23. My 3-year term is up end of academic year and hope to fill this spot on this joint committee before start of next academic year (meets 1-2x/semester, mostly email communication and updates).

HR Advisory Committee – Rebecah Neitzel and Kimberly Schliebe

New meeting format borrowed from BOR. Meeting agendas and recordings can be found on the HR website. At our December 19th meeting we discussed:

- Administrative Transformation Program (Workday Transition) updates
- BP Logix Employee Action Form automation updates
- End of year reminders and updates
- New Employee Onboarding Program
- Introduction to the Supervisor Training Program
- Continued conversation on the Employee Engagement Survey
- Discussion on Low-Cost/No Cost Solutions to enhance employee engagement and satisfaction
- Employee metrics and reports
- UW System Administrative policy actions for current and previous month

Work-Life Taskforce – Ben Cornforth

No update

Old Business

Open seat in Admin Support (Pearl) – Amy Ticknor nominated by Executive Committee.

Nomination approved. Welcome Amy!

New Business

Open seat in Professional category (Amy S) – Please send nominations to the Exec Committee.

Open Vice Chair position – Please consider a position on the Executive Committee. We will be voting at the next meeting.

Exec. Updates – Discussed during Bob's visit.

Get Engaged

- Please join us 15 minutes before our Council meeting for networking! Room will open at 1:45.

Adjourn – 3:07 p.m.