

University Staff Council (USC) – Minutes
December 13, 2022 – 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: Terry Stika, John Eaton, Amy Servais, Ashley Hansen, Nicole Novak, Leslie Fell, Karen DeSchepper, Pear Bearhart, Kimberly Schliebe, Domingo Carrion, Bill Klein

Absent: Jeanne Voss

Guests: Amy Mc Donald, Becky Yoshizumi, Amy Ticknor, Sean Hurtubise

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

With Ingrid retiring, we could use additional committee members (one of her contributions has been putting our newsletter together); her skills, talents and delightful personality will be missed. A group of us decorated our USC Christmas tree for Rotary Lights (it was a very cold, windy day!) so we didn't linger and got the job done using our new USC logo for ornaments-another Ingrid contribution! Still planning on the Building Showcase in the spring to tour the new Fieldhouse, date TBD. Please let Karen know if you'd be interested in joining this committee.

USC PGF/Sub-committee Grants – Nicole Novak

The next professional development grant deadline is February 1, 2023, for events taking place between March 1 and June 30, 2023.

USC Excellence Award – Karen Brandt

We are currently compiling lists of eligible University staff members to contact supervisors for nominations, to be distributed during week of 12/12. The first "nomination" email went out to university

staff on 12/7. The first Campus Connection notice was submitted and will run on 12/12. The Excellence webpage is now updated with the 2023 nominations link, with the deadline for nominations set for March 1, 2023. Watch for digital signage around campus!

USC Excellence Recognition – Becky Yoshizumi

The committee just met last week to start preparations for this year's event. A date has been determined so mark your calendar for Wednesday, June 28. Watch for further details during the spring semester.

UW Shared Governance – Pearl Bearhart/Karen DeSchepper

Individual Campus updates.

Governance Charter & Working Group – Carol – Morning session Carol – Group first met in March 2021 with members of all four groups. Document from 2008, did not include University Staff as wasn't official governance group at that time. Need to update with ALL governance bodies. Would be subject to open records/meetings, more accountability. Review the documents that Carol sent out prior to the meeting e.g. working document and Questions and Meeting Notes from Working Group. Even in 2020, still considered advisory group. Feedback request upon document review.

HOMEWORK: Review draft of Governance Charter and email feedback to group.

Joint Session of Shared Governance Groups met. Details can be found in the Committee Updates.

Campus visits with UW System/Regent. Regent Rai is our "Buddy Regent" on campus and our point of contact for issues and concerns. He met with several groups while visiting UWL discussing the challenges of higher education and the strategic plan.

Joint Committee Representation Reports:

Joint Academic Initiatives Differential Allocation Committee – VACANT

Joint Environmental Sustainability Committee - Pearl Bearhart

Nov 11: Discussed small fund grants

Sports Club Solar Lights - The rugby team uses solar lights in the rugby field, the batteries are bad, so they need new batteries. Electric lights don't work because they can't get electricity to run out there due to the wet conditions. Grant was approved with a medium ranking.

EV Charging Stations - adding charging stations to C2 and C12; grant approved with high ranking;

Drift cycle renewal and additional station - the current drift cycle station (outside of Union) is most used in network; grant is to renew the contract and add an additional station.

Grant approved with tie between medium and high ranking

Bringing Robin Wall Kimmerer to campus Spring 2024 - she is the author of the book Braiding the Sweetgrass. The grant would be in conjunction with lots of other groups on campus.

Currently, this grant is for a contribution to the speaker fee and travel expenses. Grant tabled for time being, suggested to come back in the Spring for a mini grant.

Nov 18th: Bike theft- discussion about ways to decrease bike theft on campus and suggestion to invite Chief Hill to future meeting

Betsy Morgan discussion items - Betsy will be attending a future meeting and committee made list of points to discuss with her ahead of time

Andrew is working on bringing the UW System Sustainability Conference to UWL next year, stay tuned. Meeting was not at Quorum so other grants could not be discussed or voted upon.

Joint Planning and Budget – Mary Grattan and Pearl Bearhardt

Nov 9 - The big topic of conversation was around President Jay Rothman's request for specific metrics and targets for the strategic plan. He sent (on Tuesday Nov 8th) a spreadsheet highlighting the metrics/targets he wanted from each university. Additionally, he wanted each university to determine if they would be a 1) Leader 2) Contributor 3) Exempt. This was due by Nov. 18th, so it would be ready for the Board of Regents meeting. -Pay plan - 2% coming in January 2023, 1% lump sum in Dec 2023 and in March 2023; using reserves for the next few pay plan increases; asking 4% for the next pay plan budget. -Pay progression/Career progression - as mentioned at the last USC meeting, it is on indefinite pause. Pre-TTC, the university had about 10 or so staff part of the pay progression and the last one was in July 2021. TTC and system were essentially asking for all university and academic staff to have a pay progression, which is almost 700 employees, a huge jump. Other campuses are in similar shape, but worse shape financially. For the time being, unless tuition can be raised, pay progression is halted.

Nov 30 - We talked briefly about the metrics which were provided to JPB. The big question really remains how our university will adhere to the system strategic plan, while also retaining our own sense of identity. As an example, the System metrics do not include Asian Americans in their D&I numbers as well as not including students who identify as more than one racial identity. Our own D&I division has their own strategic plan, and the question remains, how does their strategic plan mesh/co-exist with the UW System strategic plan, how can we as a university bridge those gaps.

David Kim gave an overview of ATP, explaining how it will improve IT operations/systems and the rough timeline. Coming early next year, it's expected we will receive more information about our own areas and what we need to get ready for.

Joint Legislative & Regents Relations - Nicole Novak

The Joint Legislative and Regents committee met with regent Dr. Ashok Rai on Tuesday, November 29. Dr. Rai is the president and CEO of Prevea Health in the Green Bay area. Although he was appointed to the Board of Regents by Governor Evers in 2021, he was recently assigned UWL as a partner institution, meaning that he works with our campus to identify and advocate for our institution's priorities and needs. This was Dr. Rai's first visit to UWL. He spent the morning with student in some Exercise and Sports Science classes, then met with JLRC before meeting with other UWL stakeholders the rest of the day. Topics discussed included Prairie Springs II, continued COVID-19 mitigation strategies and future epidemic planning, student mental health resources offered on campus, and the UW Student Advocacy Day coming up in Madison in February 2023. TTC was also touched on briefly. Dr. Rai emphasized his desire to advocate for the projects that are important to our campus and is interested in giving attention to the normally underrepresented voices on campuses. The meeting was positive and productive, and the JLRC feels that Dr. Rai will be a good advocate for our campus.

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

HR Advisory Committee – Rebecah Neitzel and Kimberly Schliebe

Reviewed Employee Engagement Survey. Discussed Student wage increase, UWL turnover, LinkedIn Learning, progress on Orientation plan, HR sponsored training, and recognition programs. Details can be found in the Committee Report.

Work-Life Taskforce – Ben Cornforth

No update

Old Business

Open seat in Facilities and Maintenance – Executive team nominates Jerry Fogel from Custodial Services. Terry motioned to approve, Amy second. Council approved.

New Business

Open seat on USC – Pearl has accepted an Academic Staff position. Need to fill Council seat and Vice Chair as well as JPB and JCES. Please contact Pearl if you are interested in either committee seat. Contact the Executive committee with any recommendations for the Admin Support seat on USC.

Exec. Updates – Bob discussion included Holiday leave time, UW Systems standing with Governor Evers being re-elected, PSSC II and ATP update.

Pearl shared David Kim's ATP update from the JPB meeting. Wings is not currently on the plan to merge with Workday. JPB meetings are on Zoom for those that want to join.

Betsy discussion consisted of the Admin Support Workshop (she is happy to help), HR trainings, Employee Enrichment Day funding, Holiday leave time, HR Orientation program.

Other Business – Amy and Melanie were granted funds for partial payment to attend the Parking department's software company's conference. Troy Richter also attended using funds from an Academic Staff grant. They presented to attendees on how they utilized the software to

collect for parking during the WIAA State Track and Field State meet. They were also able to attend other sessions and network with other campuses.

Garret mentioned the student wages will be increasing FY24 to a minimum of \$9.00? All three tiers will increase with the top tier being at a maximum of \$16.00. Executive team will discuss and get details from Bob at the next meeting. Karen shared that student employment is still down compared to pre COVID numbers. Financial Aid should not be affected with the higher wage base coming.

The Strategic Plan was approved by the BOR. Now that it is approved, what is our plan at UWL? The answer is pending what the budget will be and what is approved.

UW Richland Center will only have on-line offerings. UWL is almost as close as UW-Platteville. Joe addressed protesting students at the last Governance meeting inviting them to attend UWL as they are more than welcome. No news on what will happen with the existing UWRC employees.

Get Engaged

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

Adjourn – 2:48 p.m.