

University Staff Council (USC) – Minutes
November 8, 2022 – 2:00-3:00 p.m.
UW-La Crosse, Graff Main Hall Room 325

Call to Order – 2:08 p.m.

Roll Call – Introductions

Council Members in attendance: John Eaton, Terry Stika, Bill Klein, Amy Servais, Domingo Carrion, Jeanne Voss, Nicole Novak, Ashley Hansen, Leslie Fell, Karen DeSchepper, Pearl Bearhart, Kimberly Schliebe

Absent:

Guests: Tom Fell, Jenna Greene, Becky Yoshizumi, Sharon Shugree, Garrett Ewing, Amy Ticknor, Karen Brandt, Erika Pfeiffer

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
No update

USC PGF/Sub-committee Grants – Nicole Novak

The applications from the grant cycle ending October 1 were reviewed. The subcommittee awarded two grant awards totaling \$1,000, and the awardees have been notified. The next grant deadline is February 1, 2023, for events occurring between March 1-June 30, 2023.

USC Excellence Award – Karen Brandt

Completed the Timeline/Task assignments.

Submission deadlines and selection timeline have been moved up a month with deadline for nominations on March 1, 2023.

The Award recipient will be submitted to University Staff Council approval at the March

meeting.

The award will be presented at the University Staff Event in Summer 2023.

USC Excellence Recognition – Becky Yoshizumi

No update

UW Shared Governance – Pearl Bearhart/Karen DeSchepper

-Update from Jay Rothman, open to questions and answers. Discussed continuing opening options for hybrid & non-traditional classes; an increased online strategy; and incorporating technology into the learning environment (VR nursing, etc.). Discussed the strategic plan, BOR will discuss again Nov. 10th (after election so we should know more).

-Heard from Sean Nelson (VP Finance & Admin at System) – primary message, they requested a 4% increase for both next budgets, 2023/24 and 2024/25 (still has to be approved by lots of groups). Many campuses will struggle with paying this; Chancellor feedback was to pause the pay progression/career progression conversation. Essentially, how can system release policy on pay progression/career progression when campuses can barely afford the pay plan? This is an ongoing discussion, and it seems that it hasn't been decided yet, but when it comes to pay progression, it seems that things might be on pause OR come from a campus level, but again, up for discussion.

-Campus updates were shared as well.

Joint Committee Representation Reports:

Joint Academic Initiatives Differential Allocation Committee – VACANT

Joint Environmental Sustainability Committee - Pearl Bearhart

-General discussion on incorporating sustainability into the strategic plan and hope that JCES will be part of it

-Andrew brought some information regarding our current carbon emissions data, to give us a benchmark and a goal to reach

-We identified focus areas so the committee can divide into subgroups to tackle each area: Sustainability Planning, Divestment, Grounds Operation, Transportation, and Campus engagement.

-Nov 10th & 11th is UW System Sustainability Conference as UWGB

-Nov. 7th was the Large Grant deadline, so we will review those at the next meeting. The Small Green Fund Grants have a rolling deadline.

****If anyone is interested, I (Pearl) will miss a few JCES meetings this year, so I would love to send a proxy, so we still have representation on the committee. The dates are Nov 18th, Dec. 2nd, Apr. 7th, Apr. 21st, and May 5th, meetings are from 11am – 12pm, zoom is usually an option, and the meetings are either in Graff or Union, depending on the day. Let me know if anyone is interested!**

Joint Planning and Budget – Mary Grattan and Pearl Bearhardt

Continued discussion around the UW System Strategic Plan framework and what that may look like for UWL. The committee decided to table discussions until after the 2022 elections and further direction from the Board of Regents. The final UW System document is expected to be completed by Nov/Dec. VC for Student Affairs updates:

Counseling and Testing-Brief update on services available to students and services provided
Admissions - UWL had the 3rd largest 1st year class across UW System. UWL has now become the 5th largest comprehensive in UW System
No updates from Provost or CFO.

Joint Legislative & Regents Relations - Nicole Novak

No update

Joint Multicultural Affairs – Kimberly Schliebe

Multicultural Affairs has not met yet this year. The Committee may be changing as it was formed before having a D&I office.

Joint Parking and Appeals Committee – Mark Beckerjeck

No update

Joint Freedom of Speech Program Committee – VACANT

We are working with D&I to provide to opportunities for student engagement. After that, we'll be preparing our committee yearend report and planning to ask for elections for new members for the committee – which will now begin a new term IN APRIL 2023

Joint Textbook Oversight Committee - Sandra Vinney

Faculty met, Academic Staff and University Staff were not on invite; shared governance group is working on solution to ensure everyone is included on joint committee invites.

Community Engagement Council – Karen DeSchepper

No update

HR Advisory Committee – Rebecah Neitzel and Kimberly Schliebe

1. The Employee Engagement Survey has been completed. More info about that is upcoming at the next meeting.

a. There was a 30% response rate

b. Very similar results to last time ie: people are happy with their supervisors, atmosphere, and the work that they do. They are unhappy with compensation and work flexibility

2. HR is creating a new employee onboarding that will be an all-day orientation. They will also be offering quarterly training modules

3. On 11/1 HR introduced a new ticketing system. This will help get a faster response and allow the user to track their ticket using a Portal

4. HR is working on the "Administrative Transformation Project". The transition from PeopleSoft to Workday should be happening in early January.

5. HR is working to get more forms on-line

6. They are working on getting Career Progression guidelines from UW System.

Work-Life Taskforce – Ben Cornforth

No major updates; we received our charge letter from faculty senate and will be meeting to plan our preparations for a spring report. We'll be working to incorporate info from the recent BOR event on work life balance, as well as previous attempts (Campus Climate, the Caregiving Survey). We'd like to have a visit at some point with all shared governance and will reach out when we can with dates that work. If anyone is interested in serving on this committee reach out to Ben Cornforth.

Old Business

Rotary lights – Group of 4 volunteered for the USC commitment. Only other obligation is to decorate the USC tree. Suggestion for all University Staff to be invited next year not limited to just 4 volunteers. They need many volunteers as there is always something to do.

New Business

Open seat in Facilities and Maintenance – Requesting nominations for the open Alan Kelly seat.

Shared Governance Career Progression/Pay Plan discussion – Open session with Dan and Shawn. Pay raise proposal will be a 4% request. System had a plan for career progression which will have to be put on hold if a 4% is approved. Each campus will not be able to afford both plans. A 9% tuition increase would be needed for campuses to afford both programs. The career progression program ideas were not rolled out due to this “sidetrack”. The Strategic Plan was discussed with many scenarios pending the election results. 9 of the BOR are not confirmed. This membership could change again, depending on the election results. A record number of students attended Shared Governance the last session. Those that did attend, understand that a tuition increase would help the System immensely. It has been noticed that many universities have lost University Staff. This is a concern. UWL has been very consistent with how many University Staff we have on average.

Exec. Updates – Recruitment and retention discussion. New hire assistance discussion.

Other Business – Professional development discussion.

Get Engaged

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

Adjourn – 3:04 p.m.