

University Staff Council (USC) – Minutes
April 11, 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: Nicole Novak, Karen DeSchepper, Leslie Fell, Amy Ticknor, Mary Grattan, Jeanne Voss, Domingo Carrion, Bill Klein, John Eaton, Jerry Fogel, Kimberly Schliebe, Terry Stika

Absent: Ashley Hansen

Guests: Jenna Greene, Lynne Smith, Sharon Shugrue, Erika Pfeiffer, Becky Yoshizumi, Alec Lass, Richard Ruff

Guest: – Dina Zavala, Diversity & Inclusion:

Introductions.

D & I and what it means for University Staff that is all over campus.

- Many changes in D&I office. We will have the opportunity to select the new Vice Chancellor of D&I. Job should be posted by the fall of 2023.

D&I affects all of us. What do we do in our areas to support DI? DI includes more people than we realize racial, veterans, individuals with disabilities, urban or geographic.

Support concerns: automatic door openers on interior doors, signage to direct occupants to restrooms, handicap parking issues.

Action groups have been formed to learn and research DI topics. UWL needs more training/education on DI topics so we can assist and make a difference. DI does not have a training staff. The department partnered with RES Life to provide an online webinar for student education in response to the chalking messages. All Hate incidences go directly to UWL PD. Our campus would benefit from two full time DI trainers.

Dina will share education modules with USC to send out to US. Access Center information is confidential so releases need to be approved for individuals other than Faculty to receive student needs information. How can we assist if we do not receive the necessary information? We can provide informal accommodations without following a process. Access Center accommodations require medical documentation. Just because these forms are not processed, does not mean that we cannot assist.

Disability is changing, many are invisible. The process at UWL is being adjusted to include all disabilities.

Where does UWL fall System wide with DI. Campus Climate survey shows answers to that but there were only a small number of students that completed the survey. Focus groups were formed to gather more information to determine accurate diverse results. Dina will share links from focus groups.

The students of color and LGBTQ students do not feel as welcome as other students. Three

different announcements need to be sent to campus to share information; one to students, one to staff and the other to faculty. 1000 students were surveyed and of that, 900 students requested that communication should be sent via email. Faculty and Staff have been focusing on social media and other mediums to communicate. Interesting to find that students did not want that. Students want to keep their student life separate from their personal. We assume our communications will be well received but we need to think of ALL of our audiences. Employees also respect good communication and appreciate it. Communication styles are very different for students vs faculty and staff.

How can we as US support the new individuals coming to the DI office? All new staff will be attending shared governance meetings, we need to ask them how we can assist.

D&I hosts an open house every fall, please attend and introduce yourself.

Approval of Minutes – Date correction. Minutes approved with correction.

Treasurer's Report – Filed for audit

Committee Reports:

USC Bylaws - Mary Grattan & Bill Klein

No update

USC Committee on Committees – Jeanne Voss

Thank you to all University Staff Members who volunteered to serve on a new committee!! All volunteers have been contacted and the website list should be updated soon. In case you missed the survey and are still interested in serving on a USC or Joint committee, please feel free to contact Jeanne Voss directly.

USC Elections – Terry/Becky/Bill Klein

The Elections committee met and is in the process of collecting nominations for the vacant seats: 1 Admin Support, 1 Facilities and 1 At-Large (the At-Large seat will be filled by the person who receives the next highest vote count).

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

Working on final details for the upcoming USC Building Showcase at the new Fieldhouse on Thursday, April 27, 2:30-4 p.m. Planning to post on campus TVs, in the Campus Connection and final reminders with USC meeting notice and email reminder the Monday before the event. Please join us!

USC PGF/Sub-committee Grants – Nicole Novak

Next grant deadline is June 1 for events July 1 – October 31.

USC Excellence Award – Karen Brandt

The Excellence Award winner's name was submitted to the Council for final approval and was granted. The nomination will be moved to the Executive Committee for Board of Regents. We personally informed the award winner that she was selected! Provost Betsy and faculty members were present for the announcement.

USC Excellence Recognition – Becky Yoshizumi

Save the date was sent out to all employees by USC (Wed June 28 luncheon event). Watch for details and RSVP in May. Letters to milestone employees are being printed and should be delivered shortly.

UW Shared Governance – Karen DeSchepper

Governance Charter & Working Group Discussion – Laura Dunek, facilitator Will meet with working group next week and send out final drafts to campuses for review with April 30 deadline and then present at May 5 Shared Governance meeting.

Campus-Specific Representative updates.

New / Other Business We now have space for governance at Board of Regents meetings. Importance of having at least one Madison Shared Governance person attend-possibly from campus where meeting being held so travel not an issue or find a substitute to attend.

Joint Committee Representation Reports:

Joint Academic Initiatives Differential Allocation Committee – VACANT

Joint Environmental Sustainability Committee - VACANT

Joint Planning and Budget – Mary Grattan

Continuing work on strategic planning We will engage in some on-going small-group work based on our Sustaining Excellence work and its relationship to the 4 strategic objectives of the UWS Strategic Framework 2023-2028.

- Enhance the student experience and social mobility
- Foster civic engagement and serve the public good
- Create and disseminate knowledge that contributes to innovation and a better understanding of the human condition
- Advance economic prosperity.

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

Wednesday, March 29th, 2023, Robin Tuxen, the textbook rental committee chairperson, shared an email with the committee members indicating the textbook rental survey was approved and

received the support of Vice Chancellor Hetzel. The next step is for Robin to reach out to Provost Morgan to request her assistance in communicating the message to campus. Robin indicated in her email to all the committee members if anyone had any questions or concerns with the plan, they were asked to relay them to the group. There were no objections from any of the committee members. Robin will move forward with discussions with the provost next week and will update the committee members.

Community Engagement Council – Karen DeSchepper

Nothing to report. Pretty much done for the current academic year. Richard Ruff will be the new USC rep on this committee for the 2023-2024 academic year.

HR Advisory Committee – Rebecah Neitzel and Kimberly Schliebe

HRAC Report from March 30, 2023, meeting:

- Administrative Transformation Program (ATP) Workday transition updates
 - o Architect phases have now concluded
 - o HR modules will begin data validation and testing
 - o Testing is expected to last through June 2023
- Human Resources general updates
 - o BP Logix Employee Action Form automation update
 - ♣ Final phases
 - o Annual Outside Reports of Activities due April 30, 2023
 - o Updated State Group Life Insurance Premiums effective April 1, 2023
- Update on low-cost/no cost solutions to enhance employee engagement and satisfaction
 - o Current solutions that include Excellence Awards
 - o Employee perks and discounts
 - o Employee volunteering and service
 - o Wellness and well-being offerings
- Employee metrics and reports shared

Joint Work-Life Taskforce – Ben Cornforth

No update

Old Business

BOR nomination updates – Kimberly updated USC on nomination timeline and progress.

Bylaws review of USC seats - Since 2016 we have had a 25% decrease in US positions. Bylaws committee will review to see if seats on the USC should be adjusted accordingly. The “At Large” category was added in 2019. We currently have 1 Admin seat open and 1 Facilities Maintenance seat open. In the election, the individual that receives the next highest vote count will be awarded the “At Large” seat. Council discussion on moving forward with the current USC membership count or adjusting the member count of the Council. Council agrees that the moving from 13 to an 11 or 9 member council be a good option. Email Mary if there are any questions or concerns. She will forward information to the Bylaws committee members.

New Business

Elections – Nominations are due today.

Exec. Updates – Nicole announced that she accepted an Academic Staff position on campus.

Get Engaged

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

Adjourn – 3:05 p.m.