

University Staff Council (USC) – Minutes
March 14, 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: Jerry Fogel, Terry Stika, John Eaton, Jeanne Voss, Bill Klein, Domingo Carrion, Ashley Hansen, Leslie Fell, Karen Deschepper, Nicole Novak, Kimberly Schliebe

Absent: Mary Grattan, Amy Ticknor

Guests: Richard Ruff, Becky Yoshizumi, Karen Brandt, Erika Pfeiffer, Sharon Shugrue, Jenna Greene

Guest: – Employee Engagement Survey / John Acardo: Christa was unable to join. Thank you, John, for meeting with us. Christa has been working with the Employee Engagement Survey for the past 4 years. First generation launched in 2018 with the results shared in 2019. Due to a COVID delay, the second launch was sent out September of 2022. All staff participated categories participated. Similar response rate to 2018 with a 31% response rate. While 90% of survey respondents feel engaged, only a portion of those feel satisfied. John shared 6 Drivers of Engagement and Dimension Scores by Work Role. Engaging Solutions included compensation and flexible work options which have been heavily discussed at USC meetings. Full report if available on the HR website under “Communications”. How do we respond to these results? HRAC was created to provide feedback to HR from the university community. Three categories have been discussed to respond to the Engagement Survey needs: Total Rewards, Belonging, and Ongoing Support. Future of Survey? Recommended: Move to the Great Colleges to Work For Program. Third party would distribute the survey annually. This will allow UWL to benchmark reports on comparisons to other similar institutions. This will help with recruitment. Q&A: Supervisor Training for Students? How will HR evaluate the results of changes made from the results of the EES? Surveys will be sent out. Comment of QR codes used to complete surveys is not diverse enough. Not all participants carry or have smart phones.

Becky asked John about Emeriti status rule changes.

Approval of Minutes – Approved

Treasurer’s Report – Filed for audit

Committee Reports:

USC Bylaws - Mary Grattan & Bill Klein

No update

USC Committee on Committees – Jeanne Voss

The Qualtrics survey resulted in a very small number of volunteers. The Committee is meeting over Spring Break to assign the individuals to their chosen committee and will contact each person via email soon. We will also discuss options on encouraging University Staff to become more engaged on campus committees. IF you are still interested in volunteering on any committee, please contact Jeanne Voss (jvoss@uwlax.edu)!

USC Elections – Terry/Becky/Bill Klein

No update

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

In lieu of spring newsletter, updates were sent along with the 2/14 USC meeting announcement. Next USC Showcase at the Fieldhouse on Thursday, April 27, 2:30-4 p.m. More details to follow next month.

USC PGF/Sub-committee Grants – Nicole Novak

Two professional development grant applications were received for the 02/01/23 grant deadline. One of these grants met the application requirements, and the committee awarded a total of \$185. The next grant deadline is June 1 for events occurring between July 1 and October 31, 2023.

USC Excellence Award – Karen Brandt

Nominations were closed on March 1st. We met on March 9th to review and score the nominations and selected the 2023 Excellence Award winner! We will submit the name to Council for final approval during the March meeting.

USC Excellence Recognition – Becky Yoshizumi

SAVE THE DATE – University Staff Excellence Luncheon, Wednesday, June 28, 2023 – A time to recognize our colleagues for reaching employment milestones and announce the 2023 University Staff Excellence Award Winner!

UW Shared Governance – Karen DeSchepper

No update. Next meeting April 7th.

Joint Committee Representation Reports:

Joint Academic Initiatives Differential Allocation Committee – VACANT

Joint Environmental Sustainability Committee - VACANT

Joint Planning and Budget – Mary Grattan

We continue to discuss UW Systems Strategic Framework for 2023-2028 We engaged in some small-group work based on the 4 strategic objectives below. During our discussions, we considered:

1) What are we currently doing at UWL?

2) What should we be doing at UWL?

- 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.
- March 1, 2023, Dr Hetzel presented Budget 101

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 current updates. The textbook rental committee is putting the final touches on the survey to be sent out to campus faculty regarding e-books.

Community Engagement Council – Karen DeSchepper

No update

HR Advisory Committee – Rebecah Neitzel and Kimberly Schliebe

No update for HRAC as the meeting was cancelled.

Work-Life Taskforce – Ben Cornforth

No update

Old Business

BOR Program nomination – Police Services approved to move forward by Chancellor Gow.

Election committee formation update - Terry Stika, Becky Yoshizumi and Bill Klein will serve. Committee will meet for upcoming April election.

New Business

CLOSED SESSION – US Excellence Award winner / BOR individual nomination Kelly Arnost approved by USC. Congratulations Kelly!

Bylaws review of USC seats – Reviewed UW campus differences on the make up of their University Staff Councils. Discussed history of USC makeup at UWL. Executive Committee

asking Council to review and bring forward ideas to improve the make up of the Council and alleviate the challenges of filling seats.

Exec. Updates – Campus Climate Survey results discussed with Joe and Betsy. Discussed retention with Joe, Betsy, and Bob. Need to stay competitive with salary, benefits and flexible work schedule. Bob continues to evaluate and work toward a compensation adjustment for the Admin Support positions.

REMINDER: JUNE 28th is the Recognition Luncheon!

Save the date: THURSDAY, APRIL 27TH will be the Field House Showcase!

Get Engaged

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

Adjourn – 3:02 p.m.