

## **University Staff Council (USC) – Minutes**

November 14, 2023

2:00-3:00 p.m.

UW-La Crosse, 325 Graff Main Hall

**Call to Order** – 2:00 p.m.

**Roll Call** – Introductions

**Council Members in attendance** – Karen DeSchepper, Kimberly Schliebe, Erika Pfeiffer, Domingo Carrion, John Eaton, Leslie Fell, Jerry Fogel, Mary Grattan, Bill Klein, Terry Stika, Amy Ticknor, Jeanne Voss

**Absent** – Ben Cornforth

**Guests** – Krista Curler, Karen Brandt, Sheri Craig, Kailey Mael, Andrea Matson

**Approval of Minutes** – Approved

**Treasurer's Report** – Filed for audit

**Committee Reports** –

**Bylaws** - Mary Grattan/William Klein

No report

**Committee on Committees** – Jeanne Voss

No report

**Elections** – Terry Stika/William Klein

Elections committee will not meet until the next cycle so nothing to report.

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

Karen attended Rotary Lights information session. She just received assignment and forwarded volunteer request signup to all University Staff: Work at Riverside Park/Setup on Saturday 11/18 (shifts 9-12 includes lunch at 12 noon and 12:30-3 p.m.-need at least 5 people each shift), get exact assignment upon check-in – may be outdoor or indoor so dress appropriately; USC Tree Decorating planned for Tuesday, 11/21, right after work (get started at 4-4:30ish so we get done before it gets dark at 5:30), needs to be done before Thanksgiving. Please contact Karen if you are able to help decorate the tree but different day/time needed.

**Grants** – Karen DeSchepper, Interim Chair

Next grant deadline is February 1.

**Excellence Award** - Karen Brandt

Committee met in October: Timeline/Task assignments were made, and a new committee member was welcomed. The deadline for nominations is March 1, 2024. 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 2024.

**Staff Recognition/Excellence Event** - Janet Craig

The Recognition Event committee has not met. Through email exchange we have gathered information to pass on to the Chancellor and the Foundation in order to get monetary approval for the 2024 event.

**UW Shared Governance** - Karen DeSchepper

See attached meeting minutes from the October 27, 2023, meeting in Madison.

**Joint Academic Initiatives** – Diane Bendel

The group has been meeting on schedule and prepping to move forward.

**Joint Environmental Sustainability** – Amy Ticknor/Ben Cornforth

JCES helped host a UW system-wide meeting on Sustainability a few weeks ago, with about 40-50 people in attendance.

We've also completed a major brainstorming session to review all current sustainability goals and list possible future goals.

At the last meeting, we formed subgroups for members to begin organizing projects to help campus.

Currently, the 4 subgroups are:

- Greenspace, Trees, and Ecosystems
- Local Foods and Agriculture + Waste Management
- Land Use, Housing, and Transportation
- Buildings and Energy + Economy

The goal of these subgroups is to find ways that the University can help improve sustainability in these areas through staff and student policies, University funding, and public education. While there is an interest in increasing sustainability for better housing in the La crosse area, or improving access to local foods, the committee subgroups are likely to focus more on immediate improvements that effect the local campus community first and explore wider opportunities when they are available.

**Joint Free Speech Promotion** - Nathan Zinn-Wirtz

**Joint Legislative & Regents** – Kimberly Schliebe

Maren Walz, UWL's legislative liaison, will be distributing the regular newsletter from System to the committee via email this year.

Follow the links below for recent updates to the [Government Relations Newsletter](#).

STATE RELATIONS

- [Assembly Colleges and Universities Executive Session](#) - recap of the Nov. 2 executive session, including a list of passed bills affecting the Universities of Wisconsin.
- [School Psychology Loan Program Legislation](#) - recap of the Nov. 1 executive session on AB 234 re: school psychology loan program.
- [Governor Evers Legislative Lawsuit](#) - Governor Tony Evers filed a lawsuit against certain members of the Wisconsin State Legislature.
- [Assembly and Senate Floor Sessions](#) - details relating to the Assembly and Senate floor sessions this week, including a list of bills that will be voted on.
- [Board of Regents](#) - information relating to the Nov. 9 Board of Regents meeting.

FEDERAL RELATIONS

- [Student Loan Relief](#) - additional efforts announced related to student loan debt.
- [H.RES. 798](#) - H.RES. 798 was passed last week by the House of Representatives.
- [Education and the Workforce Committee Markup](#) - details relating to the Nov. 8 markup of H.R.5933 (DETERRENT) Act.
- [House and Senate Floor Schedule](#) - schedules for this week.

**Joint Multicultural Affairs** – Kimberly Schliebe

Nothing to report.

**Joint Parking Appeals** – Mark Beckerjeck

Nothing to report. The Joint Parking Appeals committee has not met.

**Joint Planning & Budget** - Mary Grattan/Sandra Vinney

We had a presentation scholarships and financial aid (see attached)

**Joint Textbook Oversight** - Sandra Vinney

The Textbook Rental Committee has its' first meeting of the semester next Monday, November 13, 2023.

**Work-Life Taskforce – Ben Cornforth**

Just a note that the Work Life Taskforce is sort of stalled, and as of right now I've not done anything else with them. It's unclear of their future status at this time.

**HR Advisory Committee - Kimberly Schliebe**

HRAC report from 10/25/2023 meeting

HR department:

- Reorganization of HR Org Chart
- HR currently fully staffed
- HR Director Interim contract extended to 1 year

Training:

- Training for ADAs, Admins, and Support Staff
  - Focusing on items such as EAFs and SEAFs
  - In-person training hopefully in November
  - Announcement to be sent
- Supervisor Training
  - More targeted than past training
  - Keep it simple to give supervisor staff what they need

Pay Plan discussion/Recap – No new update

Craig "catch-up" as new Interim HR Director

- Employee Engagement Survey review
- Future surveys to be provided by vendor
- Please share wants and needs

Reappointment process

- Spring 2024 process underway

BPLogix

- Working on system
- Please use on-line EAF
- Kayle tracking to ensure accuracy

Exit interview data to be shared with HRAC

Holiday leave time notice coming from HR soon

**Old Business –**

**ATP – July 2025**

Delayed; officially moved to July 2025

**New Business –**

**US Excellence Award and Recognition Event Committees – Request**

Karen Brandt – Requesting \$100 for supplies (certificate holders and name tags). Will double check the supply closet, but will likely need to order.

Motion to allocate \$100 to the committees to order supplies (if needed) – Approved

**Rotary Lights – Volunteer Opportunities**

We are still looking for volunteers; we have not met the minimum (five)

Sign-up was attached to the meeting notice

As another part of our commitment, we also decorate a tree. Decoration will be this Sunday at 11:00

a.m. We have three people signed up to help with tree decoration, but would love to have another couple of volunteers

#### **Chancellor Search – Listening Sessions**

Four sessions were held yesterday and today; our group (staff) had the best in-person attendance and exceptional feedback.

All four groups had similar wants/concerns; very consistent.

We need to have a strategic plan, and it needs to be collaborative amongst the shared governance groups. The incoming chancellor should have experience working collaboratively with multiple groups to form a strategic plan. The current strategic plan is from 2016 and we are overdue for a new strategic plan. The incoming chancellor will be responsible for forming a new strategic plan so we want someone who will work with all of the shared governance groups.

#### **Shared Governance Information Session – Feedback and Updates**

It was not well attended, although there were students there. Lots of very good questions came in; information was provided, and questions were addressed (though not all could be answered).

Lots of fear around hurting the relationship that the Universities have with the Legislature.

No further progress with the Pay Plan.

#### **Student Affairs Leadership Meeting**

Kim and Karen attended the Student Affairs Leadership meeting last week to talk about how they can better partner with us.

Discussed: Monthly USC meetings, US Excellence Awards, student employee of the year, Professional Development Grant

It did seem that there is still confusion about who is University Staff; when we start talking about the Excellence Awards, it may be helpful to list the positions (and maybe even the people?) that fall under University Staff

#### **Exec Update**

Chancellor Gow

Discussed the OpportUWnity tour; push to attract students, win the “war for talent,” discussion about direct admissions

Provost Betsy Morgan – Canceled

Vice Chancellor Hetzel – Canceled

#### **Guest – David Kim**

ATP has been delayed to 2025. With the delay, we’ll hold off on these monthly updates for a little while.

Our feedback has been heard; we will be getting a sandbox, and a select group will get early access and training.

Okta transition went smoothly overall; still some known issues with shared accounts, Macs

David and Grace would like to provide an update on data privacy and security at a future meeting

**Get Engaged** – Please join us 15 minutes before our Council meeting for networking! The room will open at 1:45 p.m.

**Next Meeting** – Tuesday, December 12, 2023 at 2:00 p.m.

**Adjourn** – 2:47 p.m.