

University Staff Council (USC)

Tuesday, August 8, 2017 --- 2:00-3:00pm

UW-La Crosse, Graff Main Hall Room 325

- Call to Order – 2:03 pm
- Roll Call
 - Attendees: Domingo Carrion, Brandon Harris, Susanne Koehler, Ben Kolpitcke, Devyn Marazes, Megan Stauffacher, Kathy Thoen, Mandy Wagner
 - Absent: Jeremiah Collins, Mary Grattan, Ingrid Iverson, John Pieper
 - Guests: Madeline Holzem, Ashley Dzurko, Janet Craig, Rachel Berry, Becky Yoshizumi, Karen Deschepper

- Approval of Minutes
 - M/S/A June minutes. Kathy/Susanne

- Treasurer's Report
 - August balances

SFO	\$1,254.35
<i>UWL Proud Banner</i>	<i>(\$250.00)</i>
102	\$23,867.50
<i>Fifth Ave Awards (award plaque, name plates)</i>	<i>(\$103.25)</i>
136	\$4,863.71
<i>Employee enrichment day refreshments</i>	<i>(\$276.99)</i>

M/S/A treasurer's report as read. Mandy/Kathy

- Committee Reports
 - Committee On Committees
 - New members: Janet Craig will chair the committee, Yoo Mee Howard and Jim Treu are committee members.
 - Committee membership: Janet shared a list of committee membership, send feedback/correction to Janet. Discussion on 3 year-terms for committees, whether they necessary for all committees.
 - Committee for University Staff Excellence Breakfast: Brandon asked for update on the US Excellence breakfast committee and invited discussion. Susanne suggested the US Excellence award committee be involved in the breakfast. Madeline shared history of the excellence breakfast planning—assistance from committee limited. Further discussion on suggestion to involve the US Excellence award committee. The council is in favor of adding US Excellence breakfast to US Excellence award committee duties, in collaboration with HR, but no motion was made. The US Excellence award committee will discuss the need for a bylaws change to add these duties.

Bylaws – no update

Program/Grants/Fundraising/PR

Herberger's Community Days fundraiser: selling booklets in the mall and on-campus, possibly sept 16th

CPR Training: first CPR training was today (8/8). Good publicity from kick-off event with council members. 12 signed up for 8/8 and 9/1. Dave is adding more dates. Free for US, all are welcome to sign up for a \$20 fee.

Grant Program proposal: for the first time, University staff council wants to offer a grant program to university staff members. Discussion/feedback on parameters of the grant. At this point, it would be a pilot program for a year with council funding, and we'd need to seek further funding to continue it. Discussion about the investing in our people pillar of the UWL strategic plan and the need to move forward quickly while this strategic plan is in the works.

M/S/A to fund the pilot program, in support of the investing in our people pillar of the UWL strategic plan, up to \$5000 through ~~end of calendar year 2018~~.

Susanne/Mandy. M/S/A to amend the date to end of April 2019. Kathy/Ben.

University Staff Excellence Award

Next meeting Sept 14; Ann Bever is the new committee chair; four new members on the committee.

Devyn added highlights from the excellence breakfast held July 2017. There were 159 attendees and 57 honorees. Next year's breakfast is scheduled for Thursday, July 12 2018.

UW System Shared Governance Updates -- no update.

Devyn will attend meetings when they begin this year.

Elections Committee – no update

Joint Committee Representation Reports

- Academic Initiatives Oversight—no update
- Joint Planning and Budget—no update, first session is in September
- Legislative and Regents—no update
- Multicultural Affairs—no update
- Parking—no update
- Textbook—no update
- Environmental Sustainability—no update

- Old Business

Anti-bullying Policy finalized

Brandon reported that the policy was approved via email vote and was sent to the Chancellor for final approval.

- New Business

New Chair comments

Brandon shared his excitement to serve as Chair, his goal is to continue to increase engagement, taking Mary's lead, and to encourage people to attend meetings and events. He wants to continue the challenge to each council member to bring a guest to each USC meeting. He shared that boosting morale is important, but not a top-down initiative through programs and comradery. He called for all to share fundraising ideas beyond the rotary lights and Herberger's coupons.

Menstrual products in restrooms

Brandon shared that he met with Doug Pearson after hearing negative feedback about removing products from restrooms. Facilities is testing new machines to put in the restrooms that offer the products for free.

Emeritus Policy Language Update

Madeline asked USC to approve a clarification be made to the policy. M/S/A to approve changes to emeritus policy as written. Megan/Kathy

Title and Total Compensation Study update

<https://www.wisconsin.edu/ohrwd/title-and-total-compensation-study/>

Madeline gave updates on the TTC study. Mercer consultant will review and give suggestions to improve the titling structure. The study is not intended to give raises nor restructure the universities to eliminate positions. Madeline shared the UWL members on the project team. There are 5 phases to the study, we're currently in phase one, which includes determining a philosophy and communication strategy. Job descriptions for current employees will be uploaded and Mercer will review them as a part of the study.

Take USC photo for website

- **GET ENGAGED:** Upcoming Dates
 - USC committee involvement
 - October 4, 2017 – Benefits Fair – need volunteers
 - October 20, 2017 – UW Green Bay University Staff Conference

- Adjourn – 3:10 pm