

University Staff Council (USC) – minutes

December 11, 2018 – 2:00-3:00 p.m.

UW-La Crosse, Graff Main Hall Room 325

Call to order – 2:01 p.m.

Roll Call

Council Members in attendance: Jeremiah Collins, Tom Fell, Ingrid Iverson, Brandon Harris, Devyn Marazes, Kimberly Schliebe, Becky Yoshizumi, Domingo Carrion, Neng Lee, Ben Kolpitke, Karen DeSchepper, Dave Pohnl

Absent:

Guests: Nouchi Lor, Dana Schaitel, Deanna Watcher, Michelle Edge, Mary Grattan, Amy Whillock, Ann Bever

Approval of Minutes

November minutes – Council approved.

Treasurer's Report

102 Account \$14,277.64

Expenses: Employee Enrichment Day (printing) \$43.21, Name plate (Ryan Pruess) \$13.50

Total expenses: \$56.71

136 Account \$4230.95 (no change)

SFO Account \$1392.38 (no change)

Council approved Treasurer's Report

Human Resources Update – Given by Amy Whillock

The HR office is reviewing the 600 job title templates assigned to them for the Standard Job Description review. Feedback is due by December 31, 2018. All results will be posted on line for all to see at a later date.

The Benefits Preference Survey that is being conducted by UW Systems is due by Friday, December 14th. Please complete the survey if you have not already done so. UW Systems is collecting data to determine what benefits employees value and would like to see offered.

There is a policy change coming from UW Systems that will effect new hires and recruiting. Effective January 1, 2019, past employers will be asked a question regarding sexual harassment cases in the candidate's employment history. Candidate's will also

be asked about past UW Systems employment. More details will be available in January.

Committee Reports

Committee On Committees – The open AIDAC seat will remain open

Bylaws – In regards to open seat(s) on USC, we do not want to have any open seats. Ann suggested that if no one runs the open position should be filled from the “At Large” category and that individual should serve a 1 year term. Mary noted that the Facilities Management category is the category that we have trouble filling. She recommended that if no one runs the seat be filled by a recommendation from the Executive Committee with approval from that Board. The individual recommended would have to be from a department that would fulfill the category requirements. Brandon made the suggestion to fill an open seat in a category where no one runs with an “At Large” category individual for the full term or to leave the Bylaws as is and let the Council appoint an individual to fill a vacant seat.

After discussion, Tom motioned to leave the process as is and have the Executive Committee appoint an individual to an open seat with council approval. Ingrid seconded the motion. Motioned approved with a vote from the Council.

Program/Grants/Fundraising/PR – Karen reported that the USC tree is up and decorated at the Rotary Lights. Tear down will be January 1, 2019. The deadline for the Professional Development Grant application is 2/15/2019. Grants will be distributed in April and October of 2019.

University Staff Excellence Award Committee – Ann reported that nominations for the Excellence Award will be accepted from January 2, 2019 until April 1, 2019. The committee made an eligibility change from 75% appointment to open appointment. The Selection Criteria form layout was changed as well as the rating scale which had been a 1 – 3 rating and is now a 1 – 5 rating. Under the “Other things to consider” section of the Selection Criteria form, the “Who nominated” notation was removed from consideration. All winners are listed on our USC web site. A list of all eligible employees will be sent out to supervisors and departments after the first of the year.

UW System Shared Governance updates – Ingrid will be attending the meeting in Madison this Friday, December 14. A conference call will be held in January to gather information on what professional development is offered at each University.

Elections Committee – update is the same as the By Laws Committee

Joint Committee Representation Reports

Academic Initiatives Differential Allocation (AIDAC) – no update

Joint Planning and Budget (JPB) – Devyn shared. The HLC metrics pertaining to Sustaining Excellence (Solverson/Parker) has strong metric structures in each of the 4

pillars, they need clarity in Investing in Our People, approved 92% of CUPA median as goal.

The Projected student demographics (Solverson) shows fewer babies born due to 2007 recession which means fewer future college students.

The Strategic Planning structure scenarios (JPB Exec Committee) provided 3 potential models for ongoing strategic planning.

The Fox Travel program has saved (net) UWL \$200k, UWS \$5M

The committee Approved 1% tuition increase for Nonresidents and Graduates to generate \$106,197 to pay for salary equity adjustments for Fund 131 positions in FY20

The Advancement update (Reichert) Fundraising campaign raised over \$15M (\$15M goal), scholarship increases in number and amount, using software to better manage relationships with donors.

Legislative and Regents (JLR) – Devyn shared. Three legislative debates were held on campus. On October 23, 2018, candidates in the 94th and 96th Assembly Districts debated. The debate on October 30, 2018 was in Wisconsin's 3rd Congressional District. There was high attendance and favorable ratings regarding the candidates.

Joe Heim had statistics on the voter turnout numbers for La Crosse County and specifically for the UWL campus voter turnout. Joe indicated the voter turnout this year has been among the highest during a non-presidential election year, sources put it at 85%.

The JRL committee discussed the upcoming Board of Regents meeting and sent a welcome letter to Regent Millner and Regent Delgado.

Discussion was had regarding the open seats on the Board of Regents. Members are putting together a list of names of local candidates as there is not a representative from the La Crosse area. There is also an opening for a student regent. A list of possible UWL students was being prepared as well. The JLRC committee members attended the Board of Regents meetings as their schedules allowed. The Board of Regents approved a 3% wage increase for the next 2 years.

Multicultural Affairs (JMAC) – Devyn shared. JMAC members will be completing an online training as well as hosting a session during Social Justice Week in April. Their next meeting is December 12, 2018 at 4:00 p.m.

Parking – Devyn shared. The committee met and discussed 5 appeals.

Textbook – Devyn shared. More information clarifying the Textbook adoption policy will be available when talks are done.

Environmental Sustainability – Devyn shared. The JCES had 2 guests. Corey Sjoquist from Admissions discussed the level of interest potential new students might have for sustainability in their decision to attend UWL. Casey Meehan, WTC Sustainability Coordinator, discussed his position at WTC as well as budget, independence levels in

developing programs and regional cooperation between educational institutions. There was also discussion on a green fund mini grant to bring an environmental speaker to UWL.

Old Business

New Business

Educational Assistance update shared by Devyn. University Staff use 38.49% of the program funds.

Get Engaged

Adjourn –2:54 p.m.