

University Staff Council (USC) – Minutes

April 9, 2019 – 2:00-3:00 p.m.

UW-La Crosse, Graff Main Hall Room 325

Call to Order – 2:02 p.m.

Roll Call

Council Member in attendance: Kimberly Schliebe, Becky Yoshizumi, Domingo Carrion, Tom Fell, Brandon Harris, Ingrid Iverson, Dave Pohnl, Neng Lee, Ben Kolpitcke, Jeremiah Collins

Absent: Karen DeSchepper

Guests: Nouchi Lor, Dana Schaitel, Michelle Edge, *Britney Heineman, Amy Whillock, Pearl Bearhart, Ashley Dzurko, Mary Grattan

*Britney Heineman, Office Operations Associate in University Communications, joined us for the first time.

Approval of Minutes

No changes or discussion. Council approved meeting minutes.

Treasurer's Report

No changes. Council approved Treasurer's Report

Human Resources Update

Title and Total Compensation update: TTC is in the second phase. The UWL Project Team will review HR, Academic and Student Services. Amy reviewed last month's update as far as the spreadsheet of comments on the titles and job descriptions. We want a good comparison structure is so we will be able to compare pay rates outside of UW Systems to see how we compare. There will be more meetings in May with May 31st being the goal completion date for that portion. This summer, all of the information will be reviewed. This fall, all of the information will be posted for everyone to review and give feedback. Four sub-groups were put together to address issues as far as how to communicate information. We will be updated on where things are going from there.

The benefits Survey information is due to be shared with our HR Department this month.

Committee Reports

Committee on Committees – No update

Bylaws – No update

Program/Grants/Fundraising/PR – Grants have been awarded for the spring. The application deadline for the next University Staff Professional Development Grant will be October 1, 2019. Details will be sent out. The committee is going to attempt to increase marketing of the Grant Program to inform Staff that all are welcome to apply for any event, big or small. Please do apply!

The Showcase event is coming up on April 25th. The Center for the Arts is the building being showcased. This may be the last showcase depending on attendance. The showcase is available for everyone on campus to attend.

The Fall Newsletter is being constructed and will include a new “Did you know?” portion.

Brandon shared that we received \$185 for participating in Rotary Lights. We would like more participation. We could earn more money if we participate in the Rotary Lights Parade. Something to think about for next year.

University Staff Excellence Award – There were 16 nomination for the committee to select from. We will need a closed session scheduled during next month’s meeting to announce the winner.

UW Systems Shared Governance Update – No update

Elections Committee – We have 5 nominations including Nouchi Lor.

Joint Committee Representation Reports

Academic Initiatives Differential Allocation (AIDAC) – No update

Joint Planning and Budget (JPB) – Brandon shared that there will be a Navigate promo tomorrow at 1:30 in Hesprich Auditorium in Graff Main Hall. Navigate will help students with schedules and sends them alerts if there problems or concerns with a particular class. Navigate also operates as a recruiting tool.

In regards to the state budget. All of the building projects Governor Evers had in his budget were approved one day but voted down the next day. We are hopeful that the second phase of Prairie Springs Science Center will make the approved budget. A pay plan is in the State budget but was not discussed by the JPB Committee. The pay plan started out as 3% base building and is now at 2%. The timing of the pay plan was affected as well as the increase will not be at the beginning of the fiscal year but the beginning of the calendar year. The JPB meets every other Wednesday. They have a full house but please attend.

Legislative and Regents (JLR) – No update

Multicultural Affairs (JMAC) – JMAC had a panel presentation last week during Social Justice Week: Advocating for Equity: Creating an Inclusive UWL Community for All. The committee is now working on an online diversity training for campus.

Parking – The Parking Appeals Committee only meets when needed. They met once this semester and will be meeting again this afternoon.

Textbook – No meeting this semester so far. There is one scheduled for April 18th.

Environmental Sustainability – A meeting was held March 29 at 11:00 a.m. in 2310 of the Student Union. There was extensive discussion of the technical differences between stipends, wages and internships. JCES feels SUFAC and Student Senate have a lack of understanding of the differences between these categories and that this lack of understanding is causing them to blanket reject any Green Fund grant that pays students.

Roger Haro Presented on a large Green Fund grant to fund a position to support a web site that pulled together all of the environmental groups activities in the area. Grant was sent back for some rewriting. A smaller grant was reviewed for a garbage dehydrator for Whitney Center. Action was tabled until the April 12th meeting.

**There was discussion on having an alternate on these small committees so there is University Staff representation/coverage when the main attendee is not available. The problem with an alternate to fill in is the alternate might not be aware of current issues and policy. We do need representation at these committee meetings. The individual that is supposed to attend should really have a back up to reach out to and fill in. We have worked hard to get representation and it looks poorly if we do not attend now that we have a voice. We will look into finding a replacement mechanism. Committee on Committee will have to research and replace or find a fill in process.

Old Business - None

New Business

Chair and Vice Chair seats – Devyn resigned which leaves Becky in the Chair position, as Vice Chair becomes the Chair. Becky and Kim are suggesting that Brandon fills Devyn's position on the Executive Committee as Chair Emeritus. Ben clarified that Brandon can sit for the next three meetings until after the elections. Brandon will continue on the Executive committee as is.

Vacant Council seats – A facilities planning seat has been vacant. Mary reviewed the bylaws and the Executive Committee is recommending Nouchi Lor be approved for that seat. Ben motioned to fill the seat for the remainder of the term with Nouchi, Ingrid seconded. The council approved. Welcome Nouchi! The Elections Committee will find election results to fill Devyn's seat. An offer will then go out to that individual. Ben will research and notify that Staff member. Devyn's seat is in the Professional Category.

Collaboration with Academic Staff Council – The Executive committee was invited to meet with the Academic Staff Council Executive Team, Kim and Becky attending the meeting. A merger proposal was proposed and we declined. Stevens Point has a Common Council which was misunderstood by the ASC as far as merging. Stevens Point's Common Council is the individual USC and ASC with a common meeting by the Executive Committees. We would like to assist each other and combine like ideas to better both groups individually. The Council had discussion regarding a merger and it was agreed upon that we, the USC, want to stay separate from a merged council. We could share sponsoring events and collaborate on events that we

share interests in. Brandon attempted to hold quarterly meetings for Executive Committees and shared governance when he was chair. A few meetings occurred but eventually lost steam. It was agreed that three separate voices are stronger than one Common Council but meeting all together might be helpful to increase communication. There is another meeting scheduled at the end of April. The Executive Committee asked for ideas to take to the upcoming, topics that could use ASC support as well. IT training was mentioned as being needed by both staff bodies. It was also suggested that be added to Employee Enrichment Day.

Kudos and Concerns – Becky brought forward her concern of people leaving UWL and not by their choice. The latest departures she was aware of were Academic staff and some were due to shared services in HR. She shared that it makes one question the stability of their position.

Get Engaged

Understanding your Social Security & Medicare Benefits when you Retire as a WRS Employee - April 17, 5-6 pm

Wisconsin Retirement System Employee Benefits Seminar- April 17, 6:30-8:30 pm

USC Showcase - Center for the Arts - April 25, 2:30 - 4 pm

Mental Health First Aid Training 101 - May 22 (8 hr free event at Viterbo University)

Excellence Breakfast - July 18

Employee Enrichment Day - July 24

Green Bay University Staff Conference - Tentatively October 18, 2019

Adjourn – 3:03 p.m.