

University Staff Council (USC) – Minutes

June 11, 2019 – 2:00-3:00 p.m.

UW-La Crosse, Graff Main Hall Room 325

Call to Order – 2:00 p.m.

Roll Call

Council Member in attendance: Kimberly Schliebe, Karen DeSchepper, Becky Yoshizumi, Ben Kolpitzke, Domingo Carrion, Tom Fell, Nouchi Lor, Ingrid Iverson, Dave Pohnl, Neng Lee, Jeremiah Collins

Absent: Brandon Harris

Guests: Dana Schaitel, Susanne Koehler, Mary Grattan, *Britney Heineman, Ann Bever, *Michelle Edge, John Acardo, Angela House

*Welcome to newly elected Council Members for 2019-2020

Approval of Minutes

No changes or discussion. Council approved meeting minutes.

Treasurer's Report

Reviewed report. \$185.00 Rotary Lights deposit to be moved to the SFO Account as per Council request.

No changes. Council approved Treasurer's Report

Update on UWL Financials – Bob Hetzel

Greeting from Bob.

START Program: There is record enrollment in the START program. Last year UWL had the largest freshman class yet. Bob is very optimistic that we will exceed last year's numbers.

State Budget in terms of a pay plan. The Joint Finance Committee recommended a 2% Pay Plan increase beginning January 1, 2020. Will the State fully fund this? The State usually funds a portion with tuition however; there is currently a tuition freeze. There are many items in the budget that the Governor and member of the Democratic Party do not agree with. As of right now, the State is fully funding the pay plan. Currently, the Republicans are focused on one part of the budget and Governor Evers is focused on another. Ray Cross stated that UW Systems has been "kicked in the shins" with the current proposal. Tuition has been frozen for 6 years and the state has not been kind over the past six with funding. UWL has been providing a 1% Lump Sum. We are one of the few campuses to do that. This November we will also make 1% Lump Sum Payment Allocations for all employees that are performing satisfactory. We are trying to recognize and invest in our people. This week the Capital Budget will be decided. The

Legislature speaks and Governor Evers can veto and go from there. A question was raised asking Lump Sum versus Base increase. Bob explain that ALL will get the Lump Sum. There will be no flip-flop or turn taking on base raises. ALL State employees get the 2% in January of 2020 with a second 2% in January of 2021. State employees were give 0% in 2014 and 1% in 2015 and 2016. The Legislature delays these payments as it save them money at our expense. Health Insurance rates for the upcoming year are not available but will be announced in October. Rates were bought down for the current year.

UWL: Bob also state that we, UWL, are a very stable campus. It takes all of us to make this a great campus. Enrollment has been stable and strong, second only to Madison.

Salary savings: What happens to salary savings as people retire? Salary savings are centralized as we need to base fund positions all over campus. The Custodial living wage increase and the ADA increase all came out of centralized salary savings. Many people are set to retire and very few University Staff positions are reclassified which creates salary savings. Bob will present this fall to explain how the funds are spent.

Bob closed with thanking everyone for all of their hard work. Our campus impresses visitors and that is because of everyone's hard work.

Human Resources Update

John Acardo started by thanking the Council for that standing spot on the agenda to share updates from HR. The TTC program is moving into the next phase. Shenita sends updates and the working groups have been busy with standard templates, which will be available for all to see later this year. Log onto the UWL HR site to see updates as well as UW System's site. The current titles do not allow for moves in the system. The revised titles and descriptions will make progression more agile. Once published, John has a goal to meet with people affected by the changes. Mapping will occur late this year or early next.

Results from the Benefits Survey, to see what current benefit preference are, will be available early next academic year.

Moving forward in HR, the department wants to reimagine how they can offer their services. They will provide assistance with benefits and answer questions. A new dialog box is available on the HR site to help open the lines of communication. Questions on Time Sheets can be directed to HR although Shared Services is in charge of general payroll. Student on boarding will be similar to last year. John is looking into options to simplify Student Payroll.

Committee Reports

Committee on Committees – Volunteer requests for the next year will be sent out soon.

Bylaws – No new updates.

Program/Grants/Fundraising/PR – Looking at the Showcase event only being held once per year. The next News Letter will come out in late September. We will be participating in Rotary Lights. Discussion on the Grants will be brought up in "New Business".

Grant Subcommittee - New grant guidelines and deadlines submitted to council for review and approval.

University Staff Excellence Award - The Excellence Committee is continuing to work on moving things forward for the Excellence Breakfast. Employees should expect to see (or should have already received) an email go out in early June as an invite to the breakfast. The Committee wanted to also ask about funding for certain parts of the breakfast, mainly supplies for things like certificates and whether or not this should continue to come out of HR's budget or the USC budget. We can have a discussion of this at the next meeting and I will try to provide some numbers as far as costs. The breakfast itself and the gifts will continue to be paid through The Foundation.

UW Systems Shared Governance Update – Invited to attend UWEC Professional Development workshop.

Elections Committee – No new updates.

Joint Committee Representation Reports

Academic Initiatives Differential Allocation (AIDAC) – No USC representative.

Joint Planning and Budget (JPB) – May meeting cancelled.

Legislative and Regents (JLR) – No new updates.

Multicultural Affairs (JMAC) – JMAC has submitted their year-end report to the Chancellor. He responded with a thank you to the committee for their work. “The JMAC report is very thorough and helpful, Yuko. Please convey my gratitude to your colleagues for their dedication and talent.”

Parking – Met three or four times this past year and decided on the appeals before us. With the new system, appeals are down, and we only meet as a need arises.

Textbook – No new updates.

Environmental Sustainability – No new updates.

Free Speech Promotion Committee – Kimberly Schliebe and Ben Cornforth will be the University Staff representatives. Committee has not met as of yet.

Old Business

Web/FaceBook person – The Council was asked for input on the idea of having one general person for these tasks. Britney volunteered. No opposition from the Council. Thank you Britney!

Professional Category vacancy – Becky sent out a list of all available to serve. A few nominations came in. The Executive Committee nominated Justin Bolstad. Council approved.

Employee Engagement Action Team (EEAT) – Follow up from May 2019 meeting.

New Business

USC Officers Elections – Secretary/Treasurer position is open to all except Ingrid and Jeremiah. Vice Chair voted for first. Domingo, Neng, Britney, Tom, Brandon, Dave, Michelle and Kimberly eligible. No one accepted. Britney asked for clarification and accepted nomination. Britney is Vice Chair as she ran unopposed. Move to Secretary/Treasurer, Kim was nominated. Floor was open to more nominations and none were offered. Kim is Secretary/Treasurer as she ran unopposed.

A Budget 101 event will be held this fall for University Staff.

Excellence Breakfast – Invites to go out this week. Please RSVP when you receive that. Thoughts on obtaining funds for supplies for the breakfast from the University Staff Council were requested. The discussion followed that this breakfast is to recognize and thank University Staff. All milestone gifts come out of the foundation and all other expenses are to be submitted to the Chancellor's funding strings. No funds will be given this year to support the Breakfast and Joe will be asked for future events.

USC Grant guidelines and deadline changes – Suggested changes to the Grant guidelines were emailed to the Council with the agenda. Changes include funds being available to bring a professional development opportunity to campus, considering Grants of any amount, allowing the sub-committee to take into consideration the number of individuals the grant will reach when making their determination, and adding a dead line of 30 days after attending the event for the recipient to provide a summary of the event to the council. The PGF Committee would also like to update the application deadline to match the fiscal year. There were no questions, comments or concerns from the USC. The Council approved the next grant cycle will be October 1, 2019. Web updates will need to be made.

Becky thanked Ingrid and Jeremiah for serving their terms on the University Staff Council.

Get Engaged

- University Staff Excellence Breakfast
- Employee Enrichment Day
- Invitation to All UWL University Staff from UW-Green Bay University Staff Fall Conference 2019, Friday October 18, 2019, The Hyatt Regency, Green Bay.
- UWL Roadside Cleanup
- For Professional Development Opportunities are check out the new area on the UWL Human Resources web page
- Title and Total Compensation Project

Adjourn – 3:05 p.m.