

University Staff Council (USC) – Minutes

November 12, 2019 – 2:00-3:00 p.m.

UW-La Crosse, Graff Main Hall Room 325

Call to Order – 2:01 p.m.

Roll Call

Council Member in attendance: Tom Fell, Karen DeSchepper, Becky Yoshizumi, , Domingo Carrion, Nouchi Lor, Neng Lee, Michelle Edge, Brandon Harris, Britney Heineman, Justin Bolstad, Kimberly Schliebe, Dave Pohnl

Absent: Ben Kolpitcke

Guests: Dana Schaitel, Dina Zavala, Judy King

Approval of Minutes – Council approved Minutes

Treasurer’s Report –Council approved Treasurer’s Report (With font change)

Guest – Dina Zavala, Associate Vice Chancellor for Diversity and Inclusion

Dina introduced herself and shared that she has been at UWL for three months now coming from her previous position in North Dakota. Wisconsin has always been her second home as this is where she relocated after emigrating from Honduras. Dina is a UW River Falls graduate. Her position in D and I is new and still evolving. She has been involved with the Student Success Center, Upward Bound, discussions on tuition reimbursement and help for students that have parents employed by UWL as well as how UWL is regarding diversity from the outside coming in, as it is one of the pillars of our Strategic Plan.

Committee Reports

Bylaws – No update

Committee on Committees – No update

Elections Committee – No update

Program/Grants/Fundraising/PR – In the midst of Rotary Lights season. University Staff volunteers assisted with park setup on Saturday, November 9. They will need tree decorators to help set up the USC tree early the week of Thanksgiving. Rotary Lights November 29th through December 31st.

The Committee is also busy planning future showcases. The tentative schedule is the UWL Stadium Spring 2020 and Wittich Hall Fall 2020.

Grant Subcommittee –

University Staff Excellence Award – No update to report from the Committee. Next meeting in early December. HR is not active in the Breakfast any more. The Executive Committee met with Greg Reichert to learn of funding and get approval. The US Breakfast and Milestone Awards are both sponsored by the Foundation. The US Excellence Award winner is funded by the USC. We will have to rewrite the description of the Committee due to adding the US Breakfast to their list of responsibilities.

UW Systems Shared Governance Update – Ray Cross announced his retirement. Jeremy, US Systems representative, feels it is important to recognize and thank Ray for his service and assistance. Please share ideas. One idea is “Ray Cross Day” at a Milwaukee Brewers game.

The University Staff being reclassified to Academic Staff trend discussion was started but tabled. Discussion will continue.

The “All In Wisconsin” Rep requested any information that pertains to the “All In Wisconsin” initiative. Any story or example that shows UW Systems helping the Wisconsin economy please share.

TTC discussed without a lot of new information. Job descriptions are on line as of today.

Joint Committee Representation Reports

Academic Initiatives Differential Allocation (AIDAC) – No update

Environmental Sustainability – The committee has received 13 mini grant and 6 large grant applications for the Green Fund to evaluate. They are working through the best way to review each of the grant applications and the best way to prioritize them as the committee’s role is primarily to rank the applications in order of suggested priority and present those rankings to the group that makes the decision on how the money is spent.

Joint Planning and Budget (JPB) – JPB met November 6th and the majority of the conversations had to do with: “Given the current budget shortfall – as well as anticipated future shortfalls – what budget resource offset strategies do you suggest?”. Ideas were shared regarding things we could start doing, continue to do, and stop doing in order to address this budget issue. This year’s Budget 101 will be presented on November 20th in 260 Graff Main Hall.

JPB requested the USC endorse the creation of a task force to identify and articulate the potential impact of demographic changes in the upper Midwest on UWL enrollment, budget, and human resources. The Council voted and approved to endorse the creation of a task force.

Legislative and Regents (JLR) – Meeting on Tuesday, November 12th

Multicultural Affairs (JMAC) – Met on November 1st. The committee is working on their proposal for Social Justice Week and updating their bylaws. A subcommittee has created to start the discussion regarding SEIs on campus. The subcommittee is working on research and bringing experts to future meetings to discuss it further. Potential solutions will be sought out. The committee is having discussion regarding the roles some students have with student association and how it impacts their financial aid. JMAC is looking at ways to alleviate this

impact on students' aid. The final thing that JMAC is currently working on is the retitling the Visiting Artist/Scholar of Color Grant.

Parking – No update

Free Speech Promotion Committee – No major updates. Our first event occurred a couple of weeks ago. Good turnout. We will meet later this week and begin planning events for the Spring term.

Textbook – Textbook rental committee has a meeting on Dec. 12th. Updates from the last textbook rental committee meeting: Pearson is moving to all digital/online textbooks, so some faculty will have to find their new textbooks from a different vendor. Discussion about how to best get this information to faculty. In some departments the best contact person is the ADA because the faculty ignore/delete emails from TRS, but the preference differs by department. Regarding loaning faculty a textbook for 30 days while they wait for their desktop copy from the publisher, TRS orders new textbook adoptions for enrollment plus one. Proposed update to add the following language to the end of the desk copy section of policy: "Instructors borrowing textbooks for this purpose are not intended to displace students; there is no guarantee for enough copies to borrow out to instructors."

Old Business –

Benefits Fair – There is a survey for those who attended in the October HR Newsletter

Budget 101 – Coming up Wednesday, November 20th. Ours will be canceled.

CPR Workshop update – 54 people attended. 2 classes translated into Hmong. Great turnout.

TTC – Town Hall meeting on Friday, November 15 from 12:00 – 1:00. Each Town Hall Meeting has been different. University Staff has been asked to provide a representative to sit on the TTC Appeals Board.

New Business –

Grant Awards – There has been a request from an individual for USC to share information on all of the grants that have been awarded. All grant recipients are required to give a summary of the event that was sponsored. The Council did not have any objection to the information being shared.

Joint Resolution Request – Faculty Senate is composing a resolution objecting to the Search and Screen Committee that was established to find a replacement for Ray Cross's position. The University Systems Shared Governance representative also drafted a letter. The Board of Regents acknowledged the correspondence and politely replied that they are happy with their decision and will not be changing the Search and Screen Committee. The USC voted to endorse the Faculty Senate resolution.

Joys and Concerns – Thank you for the support to iFeed. Thank you to the Rotary Lights volunteers.

Adjourn – 3:10 p.m.