

**University Staff Council (USC) – Minutes**  
**October 12, 2021 – 2:00-3:00 p.m.**  
**UW-La Crosse, Graff Main Hall Room 325**

**Call to Order –**

**Roll Call –**

Council Members in attendance: Pearl Bearhart, Domingo Carrion, Tom Fell, Bill Klein, Terry Stika, Becky Yoshizumi, Dave Pohnl, Kimberly Schliebe, Leslie Fell, Ben Kolpitcke, Jeanne Voss

Absent: Karen DeSchepper

Guests: Krista Shulka, Janet Craig, Kimberly Johnson, Kellie Flottmeier, Amy Servais, Lynne Smith, Karen Brandt, Susan Hengel, Amy Ticknor, Shirley Von Ruden, Sean Hurtubise, Jonathan Majak, Katie, Olan, Nicole Novak, Sharon Shugrue, Mary Grattan, Jenna Greene,

**Approval of Minutes –** Bill motioned, Becky second, Council approved.

**Treasurer’s Report –** No questions. Report to be filed.

**TTC Forum and Discussion with John Acardo –** Welcome John. TTC letters stating what you are mapped at to be sent out by Nov. 11<sup>th</sup>. Appeals process questioned. Between now and Nov 7<sup>th</sup>, talk to your HR partner to discuss and try to find a resolution. If no resolution is found, meet with a grievance panel which will listen to each case and rule accordingly. HR leader is the final decision maker. Formal appeals must be received by Dec 21<sup>st</sup>. All hearings and final results projected to be completed by Feb 28, 2022. HR originally mapped employees. Supervisors were given the results. Some supervisors assisted with choosing title if not accurate. Many titles have been changed after discussing with HR Partner. ADA Admin II mapping questioned and stated that there are more accurate job titles out there. John is thankful for our feedback and understands. He is following UW Systems lead and direction. He will share our feedback with UW System HR and see what he is told. The main goal is for all campus’ to be consistent. John is meeting with HR Leads and HR System next week where one of the discussions will be about the ADA mapping. Terry shared statement from the Faculty Senate. This statement was sent throughout Systems to support AS and US as well as the rest of our Colleagues. Will appeals be shared? Data will be made available but unknown as to what detail. In general, between original roll out and now (pre covid through covid) titles, families and mapping were changed so there was some confusion. John is happy to meet with individuals as each department is different. Plan for progression has gone away with TTC. John is not aware of what will replace it. Promotion and progression information is and will be available on the UW

System web site. Please use this site as a reference. Wage range adjustments will be shared as well when it is available.

## **Committee Reports**

### **USC Bylaws - Mary Grattan**

No update to report at this time.

### **USC Committee on Committees – Amy Servias**

Kim Schliebe and Karen DeSchepper worked on updating website so committee lists should now be accurate on the committee's page.

### **USC Elections – Ben Kolpitcke**

### **USC Program, Grants and Fundraising (PGF) - Karen DeSchepper**

Our group just finalized and sent out the Fall Newsletter. We're looking forward to seeing many US at our upcoming USC Building Showcase in Wittich Hall on Thursday, October 28, 2:30-4:00 p.m., starting in Room 1102 and 1104. Refreshments, building tours and door prizes will be available. We're waiting to hear back on our assignments for Rotary Lights 2021. We'll reach out when volunteers are needed, as well as to decorate our own USC prior to Thanksgiving.

### **USC PGF/Sub-committee Grants – Nicole Novak**

We extended the October 1 grant deadline to October 15. Please encourage others interested in attending events November 1, 2021, through February 28, 2022, to apply. These funds can be used for online/virtual, in-person (based on UWL authorized travel) and perhaps having someone come to campus to speak to a group or campus.

### **USC Excellence Award – Jeanne Voss and Karen Brandt**

No update.

### **USC Excellence Breakfast – Becky Yoshisumi**

### **UW Shared Governance – Karen DeSchepper**

## **Joint Committee Representation Reports**

### **Joint Academic Initiatives Oversight - VACANT**

### **Joint Environmental Sustainability Committee - Pearl Bearhart**

The committee elected chairs for this next year, discussed goals for the year, and upcoming events and guest speakers.

Chairs elected: Emily Roraff and Andrew Ericson.

Goals for the year: Full time sustainability coordinator, More diversity in mini green fund grants; Ideas for increased applications:

- Grant writing workshop
- Faculty sharing with students
- Digital boards
- Social media

Upcoming events/guest speakers: Meeting with Jow Gow to get initiatives/charge for the year – slated currently for Oct. 15<sup>th</sup> Invitations to guest speakers: Vice Chancellor Bob Hetzel, Director of Center for Transformative Justice Tara Nelson, she starts at UWL on Oct. 4<sup>th</sup>, Vice Chancellor Betsy Morgan

Oct. 8<sup>th</sup> – Next Meeting

Nov. 11<sup>th</sup> – Mini Grant Fund applications are due

### **Joint Planning and Budget – Ingrid Iverson and Pearl Bearhardt**

JPB has met twice, Sept 15 and Sept 29<sup>th</sup>. Executive committee was elected. Ingrid Iverson will be University staff representation on the committee. JPB meetings have shifted into room 1102/1104 Wittich Hall, this is to accommodate both in person and Zoom attendees. Audience members may opt to join the meetings via Zoom instead of attending in person, as the gallery area is smaller. We have so far discussed the enrollment numbers and financial impacts of Covid 19, though Vice Chancellor Hetzel has not had time to present the direct implications of this financial impact. There is a large focus on retention of students and the changing demographics of incoming students.

### **Joint Legislative & Regents Relations - Nicole Novak**

No update.

### **Joint Multicultural Affairs – VACANT**

### **Joint Parking and Appeals Committee – Mark Beckerjeck**

No update.

### **Joint Freedom of Speech Program Committee – Kimberly Schliebe and Ben Cornforth**

Free Speech week is October 18-24, 2021. A poster campaign is being planned for the week with a speaker event in Spring 2022.

### **Joint Textbook Oversight Committee - Sandra Vinney**

No updates, first meeting has been scheduled for October 27<sup>th</sup>.

## **Community Engagement Council – Karen DeSchepper**

During our last meeting, we briefly discussed how the CEL (Community Engaged Learning) designation will apply to courses such as those that have affiliation agreements or seek accreditation (Health professions, SOE, etc.) This is a question we're working through to help support these programs beginning fall 2022. After our CEC meeting, Lisa Klein met with the Provost and two folks from Institutional Research, Natalie Solverson and Patrick Barlow, to discuss this question. Based in the data already collected for these accredited programs by Institutional Research, UWL already has a mechanism in place to count, report and celebrate their work. We know these programs are community-engaged. Proposed Website language: UWL houses several accredited programs designated by the Community Engagement Council as Community Engaged Programs. Each program systematically includes community-based experiences for all students in the program through required elements in the curriculum (traditionally through required fieldwork, internships, or practicums). Students develop skills and integrate theoretical and practical knowledge while also providing a service to partner organizations.

## **HR Advisory Committee – Rebecah Neitzel and Kimberly Schliebe**

## **Work-Life Taskforce – Ben Cornforth**

## **S&S CIO – Mary Grattan**

The committee is reviewing candidates Monday, 10/4 with the hopes to bring finalist to campus mid to late October.

## **S&S Dean of the College of Business Administration – Open**

## **S&S Dean of the College of Science and Health – Amy Servais**

## **Old Business**

Committee vacancies

- Academic Initiatives
- Multicultural Affairs
- S&S CBA
- Work Life Taskforce – 1 more member needed

## **New Business**

Renaming of CFA/Truman Lowe and Student Union/Lillian Smith – Naming of alumni and individuals that served the community. BOR approves these renames. Joe is looking for our support when the time comes.

Exec. Updates – Faculty Senate statement and building discussion with Joe Gow. USC to formally thank Faculty Senate for their support. TTC discussion continued. Staff is very discouraged. Ania spoke of the letter of support to all AS and US. UW Milwaukee prepared a similar statement. Anilda is wanting our voice to be heard and promoting support. We are very appreciative.

**Get Engaged**

- Please join us 15 minutes before our Council meeting for networking! Room will open at 1:45.
- University Staff Professional Development Grant- Deadline October 15 (events November 1-February 28).

**Adjourn** – 2:56 p.m.