

University Staff Council (USC) – Minutes

September 14, 2021 | 2:00-3:00 p.m.

UW-La Crosse, 325 Graff Main Hall

Call to Order – 2:00 p.m.

Roll Call

Council Members: Pearl Bearhart, Domingo Carrion, Karen DeSchepper, Leslie Fell, Tom Fell, Bill Klein, Dave Pohnl, Kimberly Schliebe, Terry Stika, Jeanne Voss, Becky Yoshizumi, Absent: Neng Lee, Isaiah Burish

Guests: Lynne Smith, Jenna Greene, Mary Grattan, Kellie Flottmeier, Kimberly Johnson, Nicole Novak, Sean Hurtubise, Ben Kolpitcke

Approval of Minutes

No changes or discussion. Motion/Second/Approved meeting minutes.

Treasurer's Report

No changes. Motion/Second/Approved Treasurer's Report

Committee Reports Submitted

- **Bylaws - Mary Grattan**
No report
- **Program, Grants and Fundraising (PGF) - Karen DeSchepper**
Working on Fall newsletter and finalizing details for the Fall Building Showcase of Wittich Hall on Thursday, October 28, 2:30-4 p.m. We've also indicated our interest in being involved with 2021 Rotary Lights and those assignments will be forthcoming.
- **Joint Environmental Sustainability - Pearl Bearhart**
No updates. First meeting of the semester is Friday, September 10, 2021, where we will pick a new chair.
- **Joint Legislative & Regents - Sandra Vinney**
No update
- **Joint Textbook Oversight - Sandra Vinney**
No update
- **Community Engagement Council - Karen DeSchepper**
Some summer updates include: 1) The Project Opportunities Board has been renamed to UWL Community Idea Exchange, 2) A link has been created on the Community Engagement webpages for faculty, staff, and students to sign up to be 'ambassadors' of UWL. The [Community Engagement Ambassadors](#) would be called upon to help represent the university at community events as they arise. (e.g., The Pump House's request for UWL to organize a team to take part in their Construction competition in June 2020.) and 3) Please reference the [UWL Community Engagement](#) webpages as often as appropriate. We are at a point where we can start talking about our work publicly and start telling our story!
- **Search & Screen for Vice Chancellor/Chief Information Officer – Mary Grattan**
Still taking applications.

Old Business

TTC: <https://www.uwlax.edu/human-resources/common-requests/title-and-total-compensation-project/ttcemployeeresources/>

- August 30- title review and Nov.7 full titles will be uploaded to HRS.
- USC exec reached out to John – no appeal process in place as of yet.
- Human Resources Advisory Council monthly meeting scheduled for 9.24.21. Kim will be replacing Michelle Edge on this committee as University Staff rep along with Rebecca Neitzel.
- John Acardo, HR Director, has been invited to the October 12 USC meeting.
- General discussion regarding the mapping of titles which were received on Fri Sept 3. Concerns were shared from admin support positions, appeal process for some on facilities side and the change from non-exempt to exempt. Please let council members know of concerns. Request was made to share link for staff titles minimum/maximum pay ranges from HR website. Questions of why no progression options at UWL?

New Business

Vacant Council Seats

- Resignation of Kathy Thoen – USC exec appointment of Karen DeSchepper based on next highest vote getter at most recent council election.
- Resignation of Britney Heineman – USC exec appointment of Jeanne Voss based on next highest vote getter at most recent council election.
- USC exec received resignation notification from Neng Lee & Isaiah Burish

Election of Officers – Ben Kolpitcke conducted elections for the recently vacated chair position held by Britney Heineman and vice chair position held by Kathy Thoen.

- Chair – Terry Stika nominated for 1 year chair position. No other nominations forwarded. M/S/A Terry Stika as chair of USC
- Vice Chair – Karen DeSchepper nominated for 2 year commitment as vice chair and then chair next year. No other nominations forwarded. M/S/A Karen DeSchepper as vice chair of USC
- Ben Kolpitcke submitted a self nomination to replace Isaiah Burish in the facilities category for a 3yr term. M/S/A for Ben to fill the vacancy
- USC exec will work with elections to seek additional individual to replace Neng Lee remaining 1 yr of term in facilities category.

Joint Planning & Budget Appointment: Pearl Bearhart will be completing the remaining 2 yrs of Kathy Thoen's term. Ingrid Iverson will be completing the remaining 1 year of Justin Bolstad's term.

Faculty Senate Ad Hoc Work-Life Taskforce Membership AY21-22 – Seeking 2 University Staff to sit on this committee. Please contact USC exec members (Terry, Karen or Kim) if you are interested.

The Faculty Senate Executive Committee is seeking **2 Academic Staff, 2 University Staff, and 2 Student Association** volunteers to serve on the Ad Hoc Work-Life Taskforce in the 21/22 AY.

The Ad Hoc Work-Life Taskforce will build upon the great work of the Caregiving Taskforce and begin a transition to a permanent campus group UWL Advisory Council on Work-Life to be initiated Fall 2022. Purpose: Part of UWL's strategic plan is a commitment to "investing in our people", which includes promoting an environment of employee inclusion, ownership and engagement - and environment where all employees are welcome, supported and able to

achieve their full potential. Work-life initiatives support this commitment by helping employees navigate life changes so they can be successful at work and find support for their personal needs and goals. The UWL Advisory Council on Work-Life engages the diverse experiences and ideas of the UWL community to improve the work-life culture at the University.

Charges:

- Follow up with the implementation of the recommendations from the Caregiving Task Force.
- Establish the formal mission, objectives, membership, and draft of bylaws for the new “UWL Advisory Council on Work-Life” which will work on issues related to work-life balance for all UWL community members. See <https://hr.uw.edu/hr-programs/advisory-committee-on-work-life/> for a model.

Exec Updates

Karen DeSchepper as our new vice share will take on the position of Shared Governance Rep and present University Staff at the Madison Shared Governance Meetings.

UW System presidential search listening session – Wednesday, September 15, Hall of Nations. All staff are invited. Two sessions, one for faculty/students and the other for academic staff and university staff. Let your voice be heard on what you would like to see in a new system president. Some concerns from the administration side is that we are all unique campuses and would like to retain some of our own individualized policies and procedures.

Adjourn – 2:50 p.m.

Submitted by: Becky Yoshizumi