

**University Staff Council (USC) – Minutes**  
**April 12, 2022 – 2:00-3:00 p.m.**  
**UW-La Crosse, Graff Main Hall Room 325**

**Call to Order** – 2:01 p.m.

**Roll Call** –

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

Absent: Alan Kelly, Dave Pohnl

Guests: Shirley VonRuden, Sean Hurtubise, Amy Ticknor, Mary Grattan, Laura Garves, Anna Meier, Jenna Greene, Carri O’Melia, John Acardo

**Guest John Acardo: HR Annual Report** – Annual Report power point. John will send link. 2020-2021 project/goals, enhanced data integrity and availability in HRS as well as introduced first in UW System dashboards for employee KPIs (key performance indicators) that supervisors can see 24/7 (Tableau). 2021-2022 projects/goals include to enhance employee onboarding and training opportunities, enhance employee experience with HR through new case portal and re-implement a more robust career progression program in collaboration with stakeholders and UW System. John covered recruitment statistics, sourcing information, retention statistics, KPIs, exit survey information, Diversity and Inclusion, and benefit management. It is critical to share this information so we can understand the dynamics on campus and better our recruiting program.

John entertained questions, one of which being, health insurance rates for next year? John stated that no significant increase was noticed. Will know more mid to late summer. What is Administration’s take on remote work or flex scheduling? Administration is in support hence the program that was rolled out a few months ago. It depends on the needs of each department.

Please contact John with more questions or the HRAC individual representatives.

**Approval of Minutes** – No questions, recorded as is.

**Treasurer’s Report** – No questions, recorded as is.

**Committee Reports:**

**USC Bylaws** - Mary Grattan

No update

**USC Committee on Committees – Amy Servais**

No update.

**USC Elections – Ben Kolpitcke**

We have 6 open seats and 5 individuals nominated to fill said seats. Elections Qualtrics survey will be sent out on April 18<sup>th</sup>. The Exec committee will need to nominate someone in the Professional category.

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

We received \$165 from our involvement with Rotary Lights 2021. Showcase at the Stadium on 4/7 had low attendance, most likely due to poor weather. Stadium info and tours appreciated by those in attendance. Door prizes of spring season tickets to all who attended and drawing of two pair of box seats for 11/5 game were given. Hoping to visit the new Fieldhouse at our Spring 2023 Showcase.

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

The next USC Professional Development Grant application deadline is June 1 for events between July 1 – October 31, 2022.

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

The US Excellence Award committee met on March 10 for a quick review meeting to update everyone before nominations were due on April 1st. We also sent out the second nomination email to university staff and submitted the second Campus Connection submission. Nominations are now closed. The committee is reviewing nominations and will submit the name of the recipient selected by the committee to Council for final approval during the May meeting.

**USC Excellence Recognition – Becky Yoshisumi**

Save the date, July 20<sup>th</sup>. Letters have been handed out to all Milestone recipients.

**UW Shared Governance – Karen DeSchepper**

Discussed staff transition practices and telecommuting policy, the UW Systems Presidential transition, and TTC Status with University Staff Colleagues. During the joint session of Academic Staff, Faculty, University Staff and Student Representatives, we were updated on the UW Systems TTC project, introduced to and had conversation with UW System Interim President Michael Falbo, and shared University Chair/Executive Board Compensation Survey results.

**Joint Committee Representation Reports:**

**Joint Academic Initiatives Oversight – Paige Jordan**

No update.

**Joint Environmental Sustainability Committee - Pearl Bearhart**

Discussed the possibility of a full-time sustainability coordinator on campus. The position would be housed in University Centers and the funding would be split 50/50 between Admin & Finance and the Green fund. The current funding would be temporary and must be revisited in about 4 years. Still, lots of

details to work out, but hoping to have the position filled by summer or early fall. Additionally, we provided approval of a mini-green fund grant to bring in Dr. Al Gedicks for Social Justice week. We approved and he was here this week for a keynote presentation. Will be reviewing two other large fund green funds grants.

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

Provost reported there were CBA and CSAH searches going on. Dr Hetzel and Scott Schumacher presented on how Capital Budgeting and Project Implementation takes place. Basically, we compete with others across the state to get our projects approved. Long process that goes through many approvals and limited resources. An advocacy group from the Foundation is going to work on getting a champion to help us with Prairie Springs 2.

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

No update.

**Joint Multicultural Affairs** – VACANT

No update.

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

The Parking Appeals Board had a meeting last week to review one appeal. It was denied.

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

No update.

**Joint Textbook Oversight Committee** - Sandra Vinney

No update.

**Community Engagement Council** – Karen DeSchepper

Announced the new UWL Community Engaged Fellowships to work with two local nonprofits: WisCorp and La Crosse Community Foundation. Updated CEC description and charge for the 2022-2023 academic year. Set term limits to 3-year staggered terms for most representatives (Karen's term will end 5/31/23).

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

1. HR is putting together data that they have collected for the last couple of years and will make that information available to everyone. It will have information regarding recruitment, the diversity of staff, when and why people exit the university, etc... This information should help to recruit and retain staff.

2. They are working on a more useful onboarding process for new employees. More to come on that

3. They are working on a standardized employee training for basic things that are needed in most positions. More to come on that.

4. They are working on Career Progression and what that might look like now that System has done the renaming of positions.

**Work-Life Taskforce** – Ben Cornforth

No update.

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

Three candidates came to campus, and we have received feedback from faculty and staff via Qualtrics survey. Meeting with Provost Morgan.

### **Old Business**

**TTC Appeals update** – 3 approved, 4 denied.

**Elections** - Covered in Committee reports.

### **New Business**

**Board of Regents visit** – Kyle Weatherly and Amy Blumenfeld Bogost. Discussed Shop UW, retention, remote work/flex scheduling, and TTC.

**Exec. Updates** – The UWL USC Excellence Award winner will be nominated for the UW Systems Individual Excellence Award and Community Engagement will be nominated by UWL for the Program Excellence Award.

#### **Other Business –**

ShopUW+ training session is available online on the Purchasing page.

Employee Enrichment event will be held on May 25<sup>th</sup>, featuring speaker Steve Bench.

Showcase door prize winners were Maureen Spencer and Amanda Abrahamson.

### **Get Engaged**

- Please join us 15 minutes before our Council meeting for networking! Room will open at 1:45.

**Adjourn** – 3:02 p.m.