

**University Staff Council (USC) – Minutes**  
**May 10, 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, Dave Pohnl, Pearl Bearhart, Ben Kolpitcki

Absent: Alan Kelly, Bill Klein

Guests: Ashley Hansen, Mary Grattan, Amy Servais, Nhouchee Yang, Laura Garves, Amy Ticknor, Amy Sloan, Erika Pfeiffer, Nicole Novak, Ben Cornforth

**Guest Vice Chancellor Bob Hetzel** – Thank you to all University Staff! The individuals graduating have not received the full campus experience due to COVID so thank you for all you have done to get them through to this point.

- Fieldhouse project update: hoping to open August 12<sup>th</sup> now aiming for October 12<sup>th</sup>.
- Mitchell Hall is undergoing a 6-million-dollar ESS and Training space renovation. HEHP office space is also being renovated.
- PSSC phase II, hoping to hear about the ranking of that project status. \$125 million now compared to the \$93 million that was anticipated. \$136 million was the original estimate for both phases.
- Parking plan began for CFA/C10 parking ramp by meeting with architects. Questions: CFA storage building. This building will be going away permanently. CFA parking during the building process? Bob explained the lengthy approval process to get approval to build the structure. After approval in possibly October of 2023, the project will take two years. The overflow parking during construction will be in two other areas, one having 80 spaces the other having 50.
- Campus signage question: Exterior signs are waiting on BSI. 5 or 6 will be installed this summer. Digital exterior will be installed this summer. The digital signage interior and directory plans are in the works. We have the funding but the impact of COVID to get products and designs takes time.
- CFA rename will occur in October. There will be exterior signage and a very nice display set inside the building.
- Pay plan: 2 percent in January. Bob and Joe have asked for more compensation. 1% lump sum will come out December of 2022. Should be the first pay period in December. Bob is hopeful that the new System President will support increasing base pay.
- TTC promotion vs progression. All HR reps met two weeks ago. The process is impossible to achieve without financial support and assistance outside of the individual campuses. The pay plan in January is creating a deficit which is not good financial planning. We have to absorb those costs, even with the tuition freeze. TTC has hurt moral and created many challenges no

matter what classification you are on campus. We can not afford to match our “competitors” such as the higher education facilities in Minnesota. We can not stay competitive.

- Employee retention/remote work policy and flexible scheduling policy: Each division operates differently to meet operational needs. Business Services has flexible scheduling after graduation until classes resume in the fall. Facilities has gone to a straight 8-hour schedule. Most divisions have been or are discussing. We want to be taking steps as a university post COVID to see what the needs of our employees are today. Bob has not heard much on the 4 10-hour day discussion. A 5-day work from home option will not be offered as we are a very “high touch” institution and need front facing positions on campus.
- Fire department project and La Crosse Street project began and will begin.
- Bob understands the frustration and challenges of TTC. TTC and Shop UW+ has taught Systems a lot. The Systems President knows the failures and now need to work on the fix.

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

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

**Committee Reports:**

**USC Bylaws** - Mary Grattan

Nothing to report.

**USC Committee on Committees** – Amy Servais

Nothing to report.

**USC Elections** – Ben Kolpitzke

Nothing to report.

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

Our Spring USC Showcase was held at the Veterans Memorial Sports Complex on Thursday, April 7, showcasing the stadium, Veterans Hall of Honor, and other areas of the complex with about a dozen people in attendance our event. Two pair of box seats for an early November game were given out as door prizes and everyone who attended received a 2021-2022 All Sports Pass for the remainder of the season. Hopefully in Spring 2023, we’ll visit the new Fieldhouse.

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

The next professional development grant deadline on June 1. Marketing via email and university digital signs will start the week of May 9.

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

The committee has selected the recipient of the 2022 University Staff Council Award with University Staff Council's support and approval. The award will be announced later - stay tuned! The committee has also discussed moving next year's timeline for submissions and selections by one month to give ample time for the individual and committee's submission to the UW Board of Regents nomination deadlines.

### **USC Excellence Recognition – Becky Yoshisumi**

Event luncheon is still set for Wednesday, July 20. Deadline for milestone recipients to select gift was May 2. Continuing to work on details. Invites will go out later. If anyone has suggestions for a possible speaker, please reach out to Karen Brandt, Janet Craig, Susan Hall, or Becky Yoshizumi.

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

Convened in-person on Friday, May 6, in Madison. Campus-Specific Rep Updates, Update and Discussion: UW System TTC Project with Dan Chanen, Update: UW System Student Perceptions of Campus Free Speech Survey from Jeff Buhardt, Update: UW System Government Relations from Deej Lundgren, Kathy Divine, and Allison Steil.

### **Joint Committee Representation Reports:**

#### **Joint Academic Initiatives Oversight – Paige Jordan**

Nothing to report.

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

The Sustainability Coordinator position has been approved and the search and screen will start this summer. At our last meeting of the term, we will discuss a grant related to informative recycling stickers. Next year, our goals will be similar to this year, but we will hopefully work closely with the Sustainability Coordinator on some of the longer-term projects (EV infrastructure, de-investment of fossil fuels, Biking on campus, etc.)

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

Update 4/20:

- John Acardo presentation, same as to USC with similar questions. Find most of the information on the HR website
- Admission numbers are strong for fall; registration remains strong but unpredictable.
- Some discussion regarding the governor's race and legislative conversations around how the budget gets allocated (example: all campus same allocation, would help us and hurt others).
- Huge 2.5M grant providing support for non-credit micro credentials, policy, and leading virtual teams, CAASH workforce training; self-sufficiency program, extended learning ARPA funds.

Update 4/27:

- Discussed chalking incidents. Essentially the only policy about chalking is for student organizations. According to System (but not necessarily UWL) all other chalking is illegal. UWL has a liberal 'policy' on non-student organization chalking, which may be updated in light of recent incidents.
- Sustainability Coordinator Position has been approved and posted, it's funded 50/50 through Student Association through Green Fund and 50% through University Funds. This is for 3 years and will be reassessed before the expiration date. Expected salary and fringe
  - \$60,000; up to 105K over three years through Green Fund. 30-35% of Green Funds, Green Fund brings in about 50K a semester, looks healthy for Fall. Had to spend down over Covid. Position report to Kyle Burke under University Centers. Discussed goals for JPB next year and what could be improved.

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

Nothing to report.

**Joint Multicultural Affairs – VACANT**

Nothing to report.

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

Nothing to report.

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

Nothing to report.

**Joint Textbook Oversight Committee - Sandra Vinney**

Nothing to report.

**Community Engagement Council – Karen DeSchepper**

The inaugural Community Engaged Learning (CEL) pilot has ended successfully. Check out this article for more details: <https://www.uwlax.edu/news/posts/taking-it-to-the-streets/>. End of year meeting 5/10/22.

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

Nothing to report.

**Work-Life Taskforce – Ben Cornforth**

Nothing to report.

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

Dr. Ju Kim was announced as Dean starting July 1st. Committee has finished its work.

**Old Business**

**TTC** - Terry reviewed TTC and Shop UW+ discussion from Shared Governance meeting with Regent Kyle Weatherly and Regent Amy Bogost 2 months ago and their understanding of the frustration and morale issues.

**New Business**

**Elections** – Results: Administrative category – Kimberly Schliebe, Faculty Seat – Alan Kelly, Professional seat – Amy Servais, At Large seats – Nicole Novak and Ashley Hansen. Elections committee requests that the Executive Committee nominates an individual to fill the Professional seat that remains open.

**Exec. Updates** – Sidewalk chalk issue discussed with Chancellor Gow. The allowing of profanity is upsetting to many. 1<sup>st</sup> Amendment right of Free Speech. New policy is being reviewed and pending. Provost Morgan meeting included TTC discussion.

**Other Business** – Ben mentioned and questioned the benefit of attending other Shared Governance meetings. Will be discussed at the Shared Governance meeting this Friday.

Brainstorm to think of more “perks” of being employed by UWL and being University Staff (coffee days here and there for example).

**Get Engaged**

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

**Adjourn** – 3:02 p.m.