

**University Staff Council (USC) – Minutes**  
**March 12, 2024 – 2:00-3:00 p.m.**  
**UW-La Crosse, 325 Graff Main Hall**

**Call to Order** – 2:01 p.m.

**Roll Call** –

Council Members in attendance: Jeanne Voss, Mary Grattan, Amy Ticknor, Leslie Fell, John Eaton, Domingo Carrion, Terry Stika, Bill Klein, Jenna Greene, Karen DeSchepper, Kimberly Schliebe

Absent: Erika Pfeiffer, Jerry Fogel

Guests: Karen Brandt, Tracie Hodgdon, Yoo Mee Howard, Lynne Smith, Andre Matson, Sheri Craig, AJ Bierwirth

**Approval of Minutes** – No updates. Motion to approve and seconded.

**Treasurer’s Report** – Place on file for audit.

**Committee Reports:**

Bylaws - Mary Grattan/William Klein  
No update

Committee on Committees – Jeanne Voss  
No update

Elections – Terry Stika/William Klein  
Working on the upcoming elections to be held in April. The committee will consist of Jerry Fogel, Kimberly Schliebe and Terry Stika as appointed by Council Chair.

Program, Grants and Fundraising (PGF) - Karen DeSchepper  
We will not be hosting a Building Social this year as we need new committee members to make events like this happen. Please consider joining us.

Grants – Karen DeSchepper, Interim Chair  
After the February 1 grant deadline, we awarded four grants. The next grant deadline is June 1 for events July 1 – October 31, 2024.

Excellence Award - Karen Brandt  
An additional Campus Connection notice was submitted for Excellence Award

nominations. Interim Chancellor, Betsy Morgan sent a reminder email to submit nominations. Nominations were closed on March 1st. We will meet on March 11<sup>th</sup> to review and score the nominations and select the 2024 Excellence Award winner! We will submit the name to the Council for final approval during the March meeting.

Staff Recognition/Excellence Event - Janet Craig  
No update

UW Shared Governance - Karen DeSchepper  
See attached minutes. Looking for a new Madison representative for 2024-2025 academic year. Let Karen know if you have any questions about this important role.

Joint Academic Initiatives – Diane Bendel  
No update

Joint Environmental Sustainability – Ben Cornforth  
No update

Joint Free Speech Promotion - Nathan Zinn-Wirtz  
No update

Joint Legislative & Regents – Kimberly Schliebe  
No update

Joint Multicultural Affairs – Kimberly Schliebe  
No update

Joint Parking Appeals – Mark Beckerjeck  
No update

Joint Planning & Budget - Mary Grattan/Sandra Vinney  
Did not meet last week. A 4.5% tuition increase was approved. Enrollment is solid. Budget 101 is being held April 3<sup>rd</sup>. All JPB are virtual. Mary will share all updates.

Joint Textbook Oversight - Sandra Vinney  
No update

Work-Life Taskforce – Ben Cornforth  
No update

HR Advisory Committee - Kimberly Schliebe

Discussed the Great Colleges Survey that went out recently. Some individuals may have received it. We are currently utilizing the “free version” of their service as a test to see how we like the results/data, etc. with some discussion of paying for more services in the future.

Carri updated on issuing Service Awards for years of service. Currently employees receive pins that state how many years they have been at the university as well as a certificate. These are

being handed out for 5 years, 10 years, etc. milestones. HR is trying to do a better job uploading this info to the website and on the digital signage. This is one of the low-cost idea's folks had mentioned to HR that would show appreciation.

We discussed the 1% lump sum that should be on eligible folks March 21<sup>st</sup> paycheck.

Also, the Academic Staff contract changes were discussed. Essentially, instead of NIAS being on Fixed Term Terminal contracts that need officially renewed every year, they are adjusting them to Fixed Term Renewable. This provides more warning if staff are not getting their contract renewed (Either 3 months or 6 months, pending terms of service). They will not get a renewal notification every year. Instead, they will know if they weren't getting renewed. This is a clearer project and should provide a feeling of stability for staff. It also aligns closer with the actual process. This change was approved by ASC and forwarded to the Board of Regents for approval.

University Staff questions:

TTC Progression.: Is the progression portion of TTC going to take place? No real plans at this time. There is discussion on potentially adjusting the CUPA ranges to better align with National levels, but nothing on progression.

University Staff converting from a Calendar Year Leave system to Fiscal Year Leave system: Are details on this change available yet? No details on this yet, HR will let us know if they hear anything.

Workday question regarding a "Time Clock". Will hourly/University Staff be expected to "punch in" on this new application? Too soon to tell exactly how it will work, but unlikely we'll have physical time clocks of some sort. TBD.

## **Old Business**

**Open USC seat** – Jenna Greene will be filling the vacant USC seat (Ben Cornforth vacancy).

**Elections** – Elections will be held in April. You will be receiving information soon. Bill is running for an open seat so Kimberly will be fulfilling his role on the Elections Committee. We are filling two seats in the Facilities Category.

## **New Business**

**Chancellor candidates public forum discussion** – Discussion was that we brought strong candidates to campus. Excited to see the results. Morning sessions were very helpful.

**BOR Program nomination** – Discussed program nomination options.

**Exec updates –**

**Interim Chancellor Morgan –** recapped meeting with Interim Chancellor Morgan  
**UWL Shared Governance –**

- Student Association
  - Wellness day/weekend
    - Resolution written.
    - Causing some waves
- Academic Staff
  - Change to contract relations
  - Excellence Award
  - Getting individuals involved
- University Staff
  - Excellence Award
    - Individual nominee
    - BOR Program nominee
- Faculty Senate
  - Revoke tenure discussion

**ShopUW+ discussion** – New process, System requires all campuses to get post approval on all system generated purchases less than \$100.00. We are required to get approval from the start of FY24 (July 2023) until the current period (January 2024).

**CFO Search update** – Not expecting a large pool. Search is on schedule.

**University Staff Excellence Award recipient (Move to closed session)** – USC approved 2024 US Excellence Award winner.

**ATP update (Maren Walz)** – CANCELLED

**Get Engaged**

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

**Adjourn** – 2:49 p.m.