

University Staff Council (USC) – Minutes

April 9, 2024 – 2:00-3:00 p.m.

UW-La Crosse, 325 Graff Main Hall

Call to Order – 2:00 p.m.

Roll Call –

Council Members in Attendance – Karen DeSchepper, Kimberly Schliebe, Erika Pfeiffer, Domingo Carrion, John Eaton, Leslie Fell, Jerry Fogel, Jenna Greene, Terrence Stika, Amy Ticknor, Jeanne Voss

Absent – Mary Grattan, Bill Klein

Guests – Andrea Matson, Yoo Mee Howard, Sheri Craig, AJ Bierwirth, Albie McKinney, Tracie Hodgdon

Approval of Minutes – No updates. Approved

Treasurer’s Report – Filed for audit

Committee Reports –

Bylaws – Mary Grattan/William Klein

No update

Committee on Committees – Jeanne Voss

No update

Elections – Terry Stika/William Klein

Accepting nominations and preparing for elections

Program, Grants and Fundraising (PFG) – Karen DeSchepper

Down to two committee members so unable to organize planned USC Building Social in April. Hoping to recruit new members and plan something for next academic year.

Grants – Karen DeSchepper, Interim Chair

The next grant deadline is June 1 for events July 1 – October 31, 2024.

Excellence Award – Karen Brandt

The Excellence Award winner's name was submitted to the Council for final approval and was granted. The nomination will be moved to the Executive Committee for the Board of Regents. We personally informed the award winner that he was selected! Interim Chancellor, Betsy Morgan and staff members were present for the announcement. Additionally, all nominees were sent their submissions nomination information and the award winner's plaque, and perpetual plate were ordered.

Staff Recognition/Excellence Event – Janet Craig

No update

UW Shared Governance – Karen DeSchepper

Nothing new to report. Next meeting 5/3/24

Joint Academic Initiatives – Diane Bendel

No update

Joint Environmental Sustainability – VACANT (Ben Cornforth)

Joint Free Speech Promotion – Nathan Zinn-Wirtz

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

February 21, 2024: The admin assistant, Ben Cornforth's position in the provost office will be replaced with a business manager position. The faculty senate is working on a syllabus statement regarding the use of AI in the classroom. CFO Bob Hetzel update: shared preliminary tuition rates, increases are mainly to fund pay plan, every campus in the system will have increases. Workforce development will be releasing \$32 million in March, UWL will receive one million which will be distributed to CBA and CSH. Chancellor's search – candidates will be on campus March 4-7, UComm will send campus wide emails with links to the livestream and to the feedback links for each candidate. Institutional Research provides an update on student count and student retention from the fall to spring semester.

March 27, 2024: Update from financial aid on FAFSA – there are still significant delays, changes and errors to the forms. Although the award amounts are not unknown as of yet, it is believed the awards for students should be close to their current amounts. Dates are being adjusted by admissions as needed. Graduate student's loans are unsubsidized so the FAFSA delay will not affect GEL's graduate students. Chancellor Morgan provides a slideshow presentation on behalf of CFO Hetzel – there will be five to seven faculty/IAS/staff positions added to CBA and CSH from the workforce development funding plan. Chancellor Morgan presents a slideshow presentation on Advancing Transformational Education.

April 3, 2024: Search updates - VC-DEI search is ongoing, with a closing date of April 15th; CFO search website is now live, the search is ongoing. Plan remains to bring finalists onto campus in May; CHRO finalists are listed on the UWL website. <https://www.uwlax.edu/search-screen/chief-human-resourcesofficer/>. Scott Schumacher provides a 2025-31 Capital Planning presentation and a Planning and Construction 2025-2027 Project Priority list indicating the type of project, the biennium budget year, the project description and the budget estimate proposals with funding information. Discussion and questions regarding the significant budget proposal increase in Prairie Springs, which is now in excess of \$189 million [the original proposal for both buildings was significantly lower than the current estimate for the second building alone]. Future projects include a new residence hall, renovations to Angell, Hutchison, Coate and Drake Hall, a heating plant capacity expansion, Whitney Center renovations, Mitchell Hall HVAC upgrade, Murphy Library HVAC upgrade, and a CFA Performance Hall addition. Minor Facility Renewal Projects include the Mitchell

Fieldhouse Renovation (\$12M) – repurpose the existing fieldhouse to support gymnastics, wrestling, and ESS space; updating the Graff Main Hall and Wing Technology fire alarm systems, and a heating plant burner upgrade. Instructional space projects include Morris 305, Mitchell 010, Graff 247 and CFA 116 classroom renovations. All Agency Projects include several utility-related projects, two roof replacements and the Graff Main Hall restroom replacement. The Updated Strategic Plan Pillars documentation lists the 'Goals to Keep', 'Goals to Remove' and 'New Goals' for each of the pillars. Updating the strategic planning documentation is required for HLC.

Joint Textbook Oversight – Sandra Vinney

No update, meeting scheduled for April 17th.

Work-Life Taskforce – VACANT (Ben Cornforth)

HR Advisory Committee - Kimberly Schliebe

No update

Title IX Advisory – Leslie Fell

The main purpose of this advisory team is that it is in the policy that we have an advisory team in place. Huge concern is more education regarding what Title IX is and how it relates. There is a need for more consistency regarding See Something, Say Something, Do Something. Looking at updating annual training for faculty, staff, and students. Would like training to be individualized by campus to make it more relevant.

April is Sexual Assault Awareness Month.

ATP Update – Maren Walz, David Kim, and Craig Bickley

Quick update/what's going on currently –

- Not much to update on; still lots of work happening behind the scenes. This past winter, there were experiential workshops that some (Mark Haakenson, a few HR folks) participated in. Their feedback is that they are excited and feeling positive
- Changes in business processes. In order to set things up and streamline, there will be some standardization. Recognize system and procedural changes. There will be training offered; the benefit of pushing back the go-live date is that there will be more extensive training
- my.wisconsin.edu will change (will look different), but will still have the same functionality – expected to change in July 2025

Project timeline –

The system will go live July 2025. That doesn't mean that every change will go live on the same day in July 2025 – some things will need to roll out sooner (for example, change to University Staff leave). Communication will come starting Fall 2024

Questions –

- University Staff leave – Changing in January? That's what we've heard...
 - Cannot confirm at this time
- What can we share with those asking? How can we prepare?
 - Look for communication and take the time to read updates, complete trainings
 - Recognize that change is difficult; try to be realistic about the process, but also try to take a positive approach
 - Share feedback, vocalize pain points/issues

Old Business –

Elections –

We are accepting nominations; we currently have two people who have expressed interest. If you know of anyone else who is interested, please have them reach out to the Elections Committee (Kim, Terry, Jerry). The elections survey will go out April 18; results will be announced at the May meeting.

Next year's Exec Team will be elected at the June meeting; will be looking for a Vice Chair (two-year commitment) and Secretary/Treasurer (one-year commitment)

Search & Screen Updates –

CHRO – On-campus interviews and open forums the week of April 22. Please attend the open forums and provide feedback.

Vice Chancellor of Administration & Finance – No update

Vice Chancellor of DEI – No update

New Business –

Rotary Lights –

Karen attended the wrap-up/banquet. We received a check for \$200 for our involvement. Per previous discussion, half of that will go to our SFO; the other half will go to the UWL Food Pantry

Air Fest Volunteer Opportunity –

Air Fest is coming to La Crosse! If anyone has any interest in volunteering, please reach out

BOR Meeting Updates –

Six week paid parental leave policy will be implemented July 1, 2024. This will hopefully help with recruitment and retention

Exec Update –

Interim Chancellor Morgan –

Thanked her for serving and offered our assistance during the transition

Interim Provost Kunkel –

Thanked him for serving as interim and offered our assistance/support. Discussed shared governance.

Chancellor Cabinet Meeting –

Suggestion to the new Chancellor that the Chancellor's Cabinet and shared governance exec teams all meet once per semester to help everyone be on the same page, address rumors/issues on campus, etc.

Discussed the following:

- Direct admissions vs. top 5%/10% acceptance
- VC DEI search
- New Paid Parental Leave policy
- Prairie Springs – Bob has been working on the 2025-2027 biennium. Hoping for additional support
- Flexible scheduling/WFH – Campus-wide, allow up to one day per week – except for ADAs and other front/student-facing support roles

Vice Chancellor Hetzel –

No meeting, but update/email from him regarding Deloitte consulting project

Get Engaged – Please join us 15 minutes before our Council meeting for networking! The room opens at 1:45 p.m.

Next Meeting – Tuesday, May 14, 2024 at 2:00 p.m.

June Meeting – Two hours (meeting at Eagle's Nest after the regularly-scheduled USC meeting)

Adjourn – 2:50 p.m.