

University Staff Council (USC) – Minutes
Tuesday, November 12, 2024, 2:00-3:00 PM
UW-La Crosse, 325 Graff Main Hall

Call to Order – 2:00 PM

Roll Call –

Council Members in Attendance – Kim Schliebe, Bill Klein, Erika Pfeiffer, Domingo Carrion, Leslie Fell, Mary Grattan, Jenna Greene, Albie McKinney, Terrence Stika, Jeanne Voss, Jerry Fogel

Absent –

Guests –

Guest Speaker – Chancellor Beeby

- Busy start to the year with lots going on!
- Good start to the semester; things are going well:
 - Students are positive and enjoy being here
 - Budget
 - Positive relationship with the community
 - Meeting with System; ATP/Workday
 - Meeting with different groups on campus
- Next semester:
 - Start strategic planning; desire to involve on-campus groups as well as community
- What do we (University Staff) think is going well?
 - Big thank you for the lump sum; University Staff are very excited that it is a lump sum rather than the 1%
- Where do we have room for improvement?
 - Compensation; salaries, pay raises off set by increase in insurance premiums, etc.
 - Chancellor Beeby recognizes that compensation is the number one issue on campus; not limited to salary, but also career advancement
 - Recognition and appreciation for staff and work that we do
 - UWL has been able to remain fiscally responsible despite challenges with budget (tuition freeze, state funding/budget, etc.), however, it has come at some expense
 - TTC
 - Missing the compensation piece as well as the career progression piece
 - Staffing and workload
 - Units are short-staffed and/or positions have been cut, however, workload and tasks have not decreased, just been reallocated to remaining staff

Approval of Minutes – Approved

Treasurer's Report – Filed for audit

Committee Reports –

University Staff Committees

Bylaws – William Klein / Anita Willis-Freis

The Bylaws committee has met and made revisions that were suggested from the previous meeting. We will be bringing revisions to the next meeting for final approval of University Staff Council.

Committee on Committees – Karen DeSchepper
Nothing new to report.

Elections – Terry Stika / William Klein
Nothing to report.

Program, Grants and Fundraising (PGF) - Karen DeSchepper
Completed our Rotary Lights Park setup commitment on Saturday, 10/26 (short people on afternoon shift though). USC tree decorating will take place on Saturday 11/23 (four people signed up so all set).

Grants – Karen DeSchepper
We just awarded \$1250 to three grant requests submitted for October 1 grant cycle.
We're looking into ways to promote applying for the grants, in the hopes of receiving more grant requests (awarding is dependent on # of applications and funds available for that grant cycle).
Open to ideas.
Next grant deadline is February 1 (for events between March 1- June 30).

Excellence Award - Karen Brandt
The Excellence Award committee met in October to set up task assignments and review due dates.
Next meeting set for November 12th to discuss website verbiage for university staff.

Staff Recognition/Excellence Event – Karen Brandt / Susan Hall
Nothing to report at this time.

UW Shared Governance – Tracie Hodgdon
See report attached.

UWL Joint Committees

Academic Initiatives Oversight – Hannah Dull

Parking Appeals – Mark Beckerjeck
Nothing to report.

Textbook Oversight - Sandra Vinney

HR Advisory Committee - Kimberly Schliebe / Sheri Craig
HRAC has not met yet this year.

Title IX Advisory – Leslie Fell
We have not met yet this semester. Leigh emailed us stating she would begin reconvening regularly in the next semester. We have not received a follow up email with a schedule yet.

Chancellor's Joint Committees

Environmental Sustainability – Hannah Dull / Erin Teegan

Joint Committee on Civil Discourse – Kailey Mael

Joint Multicultural Affairs – Kimberly Schliebe

Nothing to report at this time.

Joint Planning & Budget - Mary Grattan/Sandra Vinney

10/9/2024 –

Enrollment Update – Grace Engen shared high enrollment numbers for Fall 2024, along with more first year students entering with sophomore standing. Retention is also at a high (86.7%). Four- and six-year graduation rates are also high and have increased substantially from 10 years ago.

Enrollment Targets – Corey Sjoquist shared that enrollment targets for Fall 2025 will remain the same, or very similar, as this past year. We have seen a drop in the number of Pell-Eligible students which could impact federal grants

10/16/2024 –

Stephanie Pope (CFO) presented Budget 101 (Slides attached)

10/30/2024 –

Presentation on HLC 2026 visit (Slides attached)

Unfinished Business –

- Bylaws
 - Second read
 - Vote; unanimously approved
- University Staff leave switching to fiscal year

New Business –

- Retention payment
 - Lump sum; equal amount for all UWL employees instead of 1% (yay!)
- Exec Update
 - Chancellor James Beeby – 10.28.2024
 - Discussed retention payment
 - Vice Chancellor of A&F Stephanie Pope – 11.01.2024
 - Discussed budget, typical USC expenses
 - Now is the time to potentially ask for more/additional support for professional development opportunities
 - Her ask of us is to attend Strategic Planning meetings
 - Also asked for our support in advocating for the budget; we cannot use UWL laptops, email, etc.
 - Provost Betsy Morgan – 11.11.2024
 - Discussed retention payment
 - Discussion about getting “top heavy”; Chief of Staff (we were the only UW campus without one), Event Coordinator
 - UWL Shared Governance –
 - Discussed chalking policy
 - Check out recap

ATP Workday Update –

- ATP Workday Open House November 14

Adjourned – 2:54 PM