

University Staff Council

Meeting Minutes

January 14, 2025, | 2:00– 3:00 pm | 1102 Wittich Hall

Meeting was called to order at 2 PM

Council Members in Attendance: Domingo Carrion, Kimberly Schliebe, Albie McKinney, Leslie Fell, Bill Klein, Terry Stika, Jeanne Voss, Mary Grattan, Jerry Fogel

Absent: Jenna Greene

Guests: Mark Beckerjeck, Andrea Matson, Karen Brandt, Sallie Coron, Sheri Craig, AJ Bierwirth, Tracie Banning, Amy Ticknor, Erin Teegan, Andrew Sherman, Stephanie Pope

Welcomed guests

Minutes to be approved once a copy is obtained at next meeting

Treasurer's Report presented by Kimberly with no questions

Committee Reports

Bylaws - William Klein / Anita Willis-Freis

Nothing to report.

Committee on Committees – Karen DeSchepper

Nothing new to report.

Elections – Terry Stika / William Klein

Nothing to report.

Program, Grants and Fundraising (PGF) - Karen DeSchepper

Our USC tree taken down on schedule, January 1st, another brisk day.

Grants – Karen DeSchepper

Next grant deadline is February 1 (for events between March 1-June 30). Email sent to all University Staff on January 8, reminder email planned to be sent week prior to deadline. Encourage fellow University Staff to apply.

Excellence Award - Karen Brandt

The first "nomination" email was sent to university staff for nominations. The first campus Connection nomination notice was submitted on 12/19/24 and ran on 1/6/2025. Digital signage has been posted around campus and will continue to run through February.

Staff Recognition/Excellence Event – Karen Brandt / Susan Hall

The committee met and is in the process of finalizing the service milestone anniversaries.

UW Shared Governance – Tracie Banning

UWL Joint Committees:

Academic Initiatives Oversight – Hannah Dull

Parking Appeals – Mark Beckerjeck

Nothing to report from the Parking Appeals Committee. We have not met.

Textbook Oversight - Sandra Vinney

HR Advisory Committee - Kimberly Schliebe / Sheri Craig

This committee has not met. No report.

Title IX Advisory – Leslie Fell

This committee has not met. No report.

Chancellor’s Joint Committees:

Joint Committee on Environmental Sustainability (JCES) – Hannah Dull / Erin Teegan

Joint Committee on Civil Discourse (JCCD) – Kailey Mael

Joint Legislative/Regents Committee (JLRC) – Kimberly Schliebe * 2024-2025 committee has been suspended pending discussion of the utility and role of the committee.

Joint Multicultural Affairs (JMAC) – Kimberly Schliebe

This committee has not met. No report.

Joint Planning & Budget (JPB) - Mary Grattan/Sandra Vinney

- Each of the four governance groups were contacted and asked to provide to the committee their frequently asked questions related to finance and budgeting. Responses were provided by the student association and the university staff council. [file attached] it was put to the committee which questions should be part of the JPB strategic plan or should be addressed by CFO Pope and or chancellor’s cabinet.
- Discussion among the committee group on the following issues:
 - retention and wages
 - the base budget funding and tuition support provided by the state
 - question about funds being invested in material things for campus vs funds invested in faculty/staff
 - potential budget cuts
 - how/if it will impact campus
 - potential plans in place/being developed if there are budget cuts
 - what is expected from the chancellor and/or the chancellor’s cabinet about the salary issues

Career progression opportunities for university staff – it was talked about during the TTC process but never occurred – USC would like to see a plan in place going forward

initially there was supposed to be some base funding from System, which did not happen, other campuses do not have specific merit-based plans for USC and ASC either

- Updates provided by Chancellor and CFO
- Presentation by Provost Morgan on Minds Matter [file attached]
- Discussion about fall break: academic calendar is set by the faculty senate; several committees looked at a fall break; cannot have a fall break similar to spring break because fall classes do not start until after September 1 [set by legislature] the UWL fall and spring course times [instructional hours] are the same; a fall break would be a disruption to courses – it would fall around week five which would interfere with exams, labs and the one day classes; staff not working during fall break would be required to use leave time.

- Spring meeting dates were provided with the confirmed presentations listed

FAQs Related to Finance and Budgeting
(last revised: 12/6/2024)

I. Academic Staff Council (ASC)

II. Faculty Senate

III. Student Association

1. What are the top financial priorities for the upcoming fiscal year?
2. How is the success of financial investments measured?
3. Is there a plan in place if state funding were to decrease?

Submitted by Emma Latus, President of UWL Student Association, on behalf of the Student Association

IV. University Staff Council (USC)

1. Compression. The wages of staff that have been employed for several years match the compensation of new hires. This creates a moral issue as well as a retention problem.
2. Progression. University Staff welcomes the ability to better themselves for personal reasons as well as to benefit UWL and the campus community.
3. Wages. As you mentioned, low wages continue to be a frustration. Right now, a Custodian at UWL starts at \$16.00 and could go to any local school district where the starting wage is at least \$19.00 with similar benefits. Likewise, an Admin Assistant at UWL can go to Western, La Crosse County or either of the local hospitals and start at \$5.00 - \$6.00 more per hour.

Submitted by Kimberly Schliebe, Chair of University Staff Council (USC), on behalf of the USC

Unfinished Business

Open Council seat

Erika stepped down

Amy Ticknor appointed and agreed to fill the vacancy

New Business

Nominations for Secretary/Treasurer position

Amy Ticknor nominated and voted in with unanimous vote

Recognition event:

Executive Team meeting with Chancellor Beeby Thursday

Will get Chancellor's requests and expectations

Inquire on Chancellor's Event Coordinator's role in planning this event

Guest: Vice Chancellor of Administration and Finance, Stephanie Pope

- University is in a good place
- Enrollment of looking good
- Finances looking good
- Entirely new leadership cabinet in place
- Her philosophy is that her department is a customer service-based area

- Chancellor's Spring Address Wednesday, January 22nd at 10:30 in The Bluff's or live streamed

-

Meeting adjourned at 3:00 p.m.