



**University Staff Committee
Meeting Agenda
October 20, 2022, 10:00 – 11:30 a.m.
Virtually on TEAMS**

1. **Call to order:** Lea Truttmann, USC Chair called the meeting to order at 10am
2. **Roll call:** Lea Truttmann, Mark Fischer, Parker Nadeau, and McKinley Lenz. No quorum.
3. **Approval of Minutes** – September 15, 2022 meeting-attached (Not able to vote due to no quorum)
4. **New Business:**
 - a) Melissa Nash-10am-Compensation Philosophy & Salary Administration Guidelines—Melissa went through the attached documentation. Three things this policy does: 1. More transparent 2. Annual Compensation analyst: time in position, time at UWGB, performance, history of adjustments, merit. 3. Identify if funding is available for compensation. Once this process is complete, leadership will look at if funding is available. No questions were asked. See attachment.
5. **Treasurer’s Report & Update** – Mark Fischer—payments are being made for expenses from the Fall Conference. Professional development funds left \$3557.41. See attached report.
6. **HR Report** – Julie Flenz—Annual benefit selection deadline is Friday, October 21. Open help sessions today!! Biggest change is WEA Trust no longer an option. Proposed pay plan for FY22 and FY23 is 2%. In order to be eligible for the proposed pay plan, required training and performance evaluations must be completed by November 1, 2022. New career/job employment opportunities launched! Thanks Beverly Pence for your work on this! New employee onboarding program has started. Kick off session on Wednesday, November 2. Faculty & staff climate survey—Will be conducted this survey this year. Kim Mezger will discuss further. Wellness activities: flu clinic on October 25 in the Phoenix Rooms. Wellness Card challenge and Kognito Simulation training focusing on “At risk mental Health” Lots of new employees and job changes—please see attached HR report.

7. Committee Reports

- a) Election Committee – Brenda Beck-no report
- b) Personnel Committee – Brenda Beck-Brenda not available. Brenda was re-elected as Chair—no report
- c) Professional Development Committee – Sarah Chaloupka-Fall Conference was a success! A lot of good feedback. 69 people attended and 40 people responded to survey. Committee decided to have co-chairs for next year. Jennifer Buhr will be co-chair—thanks Jennifer! Possible spring and fall professional development opportunity. \$300 per person for professional development available. Bad feedback: clearer about sustainability ideas—more sustainability in your whole life.
- d) UW System University Staff Representative – Kim Mezger—reps meet next on Oct 28. Try to be there live. One big things: President Rothman has strategic feedback. Please look over the information sent to you on 10/5/22. (also attached) Climate survey: two parts (faculty and then staff) Identifiers—a lot of discussion. A possible website. This survey is very lengthy and very important. What is really going on with the campus climate. Meeting more frequently. Question: will this be anonymous? Yes!
- e) University Committee –Welcome McKinley Lenz again.
- f) Other Campus Appointive Committees & Working Groups-No reports

8. Old Business-None

9. Other-no other questions from the group

10. Adjournment-Lea Truttmann adjourned the meeting at 10:32am

The next USC meeting will be November 17, 2022, 10:00 - 11:30 am, virtually on TEAMS.

USC Members – Lea Truttmann, Chair; Becky Haeny, Vice Chair, Mark Fischer, Treasurer, Ben Counard, member; Jules Duprey, member; Heather Jobelius, member; Parker Nadeau, member; Kaitlyn O’Claire, member, McKinley Lenz, member



USC June
September 15 2022 I



Fall 2022 DRAFT -
Comp Philosophy Sal



2022.10 USC HR
Update.docx



10.20 update.pdf



University staff
committee 9.2022.pdf



UWS Strategic
Framework 2023-202