****

 **University Staff Committee**

**Meeting minutes**

**November 16, 2023 10:00 – 11:30 a.m.**

**Virtually on TEAMS**

1. **Call to order**
2. **Roll call** – Becky Haeny, Loretta Rafter, Ben Counard, Jules Duprey, Parker Nadeau, Jennifer Buhr
3. **Approval of Minutes** – October 19, 2023 minutes: Jules Duprey, Parker Nadeau, Jennifer Buhr and Ben Counard
4. **Guest Speaker: Chancellor Alexander-campus update**
* Enrollment is up 7.6%, mostly due to college grant HS students
* Incoming Freshman up 10%
* Up 4.4% in Grad students
* Grad students up 37% in admits for next year
* Up 4.5% in first gen students
* Up over 6% in the 16-county footprint
* Good conversations at all 3 other campuses (Sheboygan, Manitowoc, and Marinette) now have to work on different paths for each
* Efforts continue to push hard for pay plan issue
* We cannot get a pay plan set up for just UWGB, we are tied to the UW system
* New process as of last year that evaluates annual compression
1. **Guest Speaker: Melissa Nash & Kim Mezger-HERI survey results**
* Harry climate and engagement surveys from late January 2023-March 9th 2023
* 59% of staff responded to survey
* Staff identified greater overall job satisfaction than faculty
* A significantly higher percentage of faculty reported that they’ve considered leaving their position than staff
* Compensation was reported by staff and faculty as an area that it needs attention, clarity, consistency, and process
* Faculty and staff both reported that transparency, administrative listening, and communication are also areas that need improvement
* Strong shared support for student success, inclusivity, community connections, and sustainability
* The majority of employees believe we should separate strategic priorities for the Weidner Center and Athletics
* Information was shared with the cabinet for additional action and educational opportunities
* Planning to continue on improving areas that were reported in the survey
1. **Policy Review – Megan Noltner**
* Mostly looking at academic staff and university staff layoff policy and the academic staff and university staff complaint and grievance policy
* The goal is to try to make these policies more consistent between the employee classifications
* Sending out a survey to gather feedback
* Trying to make things more transparent for employees
1. **Treasurer’s Report & Update – Mark Fischer**
* $2074.47
1. **HR Report – Julie Stanelle**
* Use floating holidays (December 24th and December 31st) by December 31st
* Components of great communication training on November 29th 11:00am
* Administrative Transformation Project- shifting systems postponed to July 2025
* Cultivating Inclusive communities training going on right now. If you take the training, let the Wellness Community know by December 31st for a chance to win a prize. There will be 20 winners
* From Nov 26th – Dec 23rd be mindful and meditate for at least 10 minutes at least three days during a four-week span, there’s a tracking form to use, complete the form and email it into the Wellness Committee by Jan 10th for the chance to win a prize
* Currently recruiting for a few positions
1. **Committee Reports**
2. **Election Committee – Brenda Beck**
* No updates
1. **Personnel Committee – Brenda Beck**
* No updates
1. **Professional Development Committee – Jaime Miller or Jennifer Buhr**
* No updates
1. **UW System University Staff Representative – Becky Haeny**
* Attended her first meeting on Oct 27th, no new updates
1. **University Committee –Becky**
* No updates
1. **Other Campus Appointive Committees & Working Groups**
* No updates
1. **Ethics Committee-Emily Matheny**
* No updates
1. **Old Business**
* Nothing
1. **Other**
* Lea sent everyone an email about governance structure
* Kim moving over to SAS as new access coordinator
1. **Adjournment**
* 11:01 adjourned

The next USC meeting will be January 18, 2024 at 10:00 - 11:30 am, virtually on TEAMS.

**USC Members** – Lea Truttmann-Chair, Becky Haeny-Vice Chair, Mark Fischer-Treasurer, Loretta Rafter-Secretary, Ben Counard-member, Jules Duprey-member, Parker Nadeau-member, Theresa Mullen-member, Jennifer Buhr-member.

