USC Monthly Meeting

04/20/2023

1. Call to order

2. Roll call

3. Approval of Minutes –

4. Chancellor Remarks & Updates –

Thanked Lea Truttmann for all that she has done for the University Staff Council.

A 38-million-dollar Dorm construction of 200 bed, is estimated to be done for Fall of 2024.

We are still working on the budgeting plan for the Conference and Technology Center, hoping to have a set design soon to share with everyone. Due to inflation and other issues, we have about a $30 million shortfall from what the state has given us and what we need to actually build the building. It's really crucial we get it right. So, we're working really hard over the next several months during the budget season to see make sure we have the right funding so that we can keep proceeding and keep the building on track to open and late 2026.

As for the budget, the UW system has given us guidance to have 30-60 days of reserves in the tuition and GPR budget. In other words, we need $7-9 million of our reserves in the budget. The budget process for the legislature and the UW system now is 43rd in the country in level of state funding, which shocked me. I'll just keep reminding everybody, it's why I'm trying to keep talking about how we can think differently about building the university. It's possible that we'll raise above 43rd, but the odds that we will skyrocket up that chart.

We are hoping that the upcoming pay plan will be larger than the 2% that has happened in the last four years. Inflation is not 2%. We are hoping the legislature will approve that at a higher number, probably in late July. If they do, that means that we still have to cover internally 30% of that pay plan. That tuition increase will help us to make sure we don't have to dip into our reserves or lay people off to pay the rest of their staff appropriately, right.

For the first time in a decade, we are raising tuition by 4.5%-5% which will hopefully go into a higher pay plan. The tuition differential also got approved so the price of credits has increased from $7.71 to $20 per credit. It will be used to provide adequate support in student success, financial aid and student wage increases. We also were able to begin the process of equalizing tuition across our locations.

We are working on the Mission Alignment reports given to me. The process that we're going to go through here I think will be helpful and that I have read every single submission that's come in. I've taken about 60 pages of notes. We will start having conversations this summer around the ideas we're hearing and work back down to the units that submitted them so that we're giving you an explanation even if we choose not to do something why we're not doing it.

We are also partnering with Casa Alba to host Estamos AQUI which will be the Hispanic Festival Cultural festival on campus on September 16th.

The Direct Admit program response has been pretty overwhelmingly positive that we're very excited about this upcoming cycle will fall 23. We just did a trial group of about 31 students. And last I heard over 20 of them had committed to us.

5. Treasurer’s Report & Update – Mark Fischer

6. HR Report – Melissa Nash

The Administrative Project (ATP) is a project that will replace our current HR and finance systems. The new platform is called Workday and is expected to go live July 1st, 2024. The new platform will be easier, streamlined, and efficient. There will be training on the new service. We also transitioned our benefits administration to the UW system on April 10th, 2023. There are various support options from this system.

We also have a new HR orientation program. It is held twice a month where a presentation is held and a tour for new non-instructional hires.

Just learned weekend and nighttime differentials will likely be increasing July 1st or 2nd, 2023. Currently nonexempt employees earn an additional $0.45 per hour for all hours work between 6:00 PM and 6:00 AM and an additional $0.60 per hour for all hours worked during the weekend. We anticipate that effective starting in July, the differentials will likely increase and be made consistent to $0.80 an hour for both evening and weekend hours and that would make us consistent with Madison and the rest of the state as far as differentials.

HERI survey’s final response rate for non-instructional staff was 56.4%. That means we've got 304 staff submissions for the climate survey, which is exceptional when we think about kind of survey response rates, we are looking forward to reports coming out later this summer. We won't be getting anything until maybe mid to late July. General data will be published.

Employee Appreciation Week is May 1st through May 5th. There will be the annual faculty and staff cookout on Wednesday to RSVP. Watch for an email with events.

7.Election Committee – Brenda Beck

Who are we? Shared governance in the UW system and that UW Green Bay consists of four main groups, faculty, academic staff, university staff and students. And these bodies represent their respective colleagues. When policies are developed and decisions are made as to how we operate as an institution as well as initiating discussions to resolve issues.

The University Staff Employee Group has a wide range of position categories and our goal is to get as much representation from these categories involved in shared governance as possible. University governance is an opportunity for us to make things happen. We are in the middle of an election survey and the election via Qualtrics ends tomorrow at 4:30 PM so if you haven't yet voted, encourage you to do so. Every committee opening also has an option for a write in, so if you're interested in filling in, definitely write your name down and we can add you as a list of potential. A fill in is someone who can't fulfill those terms of the position.

8.Professional Development Committee -Sara Chaloupka

University staff fall conference and it's going to be on Friday, September 22nd at Tundra Lodge. All university staff are all welcome and encouraged to attend. There are professional development funds that we have for conferences, right now we offer up to $300.00 per person per year.

9.Systems Rep.- Kim Mezger

President Rothman requested a four and four pay plan in the next biennium. The governor then took that to the legislature and asked for five and three. However, there's that 30% that hangs over our head that we have to fund ourselves so.

We're probably OK, but there will be some campuses that will not be if that comes to fruition. So that's a that's a hard call. How do we then say no, don't give us a raise because we don't want to impact other people's jobs.

10.University Committee-Becky Haeny

There has been a lot of the discussion on the sofas position and the position has been posted in the Log. There are three candidates as of now.

Closing remarks-Lea Truttmann

Our next USC meeting will be May 18th at 10:00 o'clock via teams again. At that time, I'm going to talk to the university staff suggesting that we go into summer session and not have university staff committee meetings in June or July with the possibility of coming back in August, with the exception if something comes up on campus, we will call a meeting.

Adjourn the meeting at 11:00 AM.