

## *University Staff Senate Minutes*

October 21, 2021, 11:00-1:00 p.m.

Raynor Library, Beamier Suite C

Present:

### In person:

Laura Abing, Jack Bartelt, Chris Bartolone, Kirsten Boeh, Cliona Draper, Melissa Econom, Calley Hostad, Sherri Lex, Lori Montezon, Carol Trecek

### Via Teams:

Tina Aiello, Brigid Alba, Yasi Blackmon, Coreen Bukowski, Maria Cooper, Robin Cork, Sherrie Dorff, Molly Eldridge, Christine Fleming, Jyoti Gandha, Amber Jensen, Amy Kaboskey, Maggie Klatt, Laura Mercado Martin, Karen Nest, Karen Ortiz, Kim Poehlman, Yvonne Printz, Steven Robertson, Ritu Sachdev, Vicki Trautschold, Rae-Ann Vanek, Elizabeth Voltner, Stephanie Werkowski

Chair Carol Trecek began the meeting at 11:03.

Molly Eldridge led the reflection.

[Recording of the meeting can be found via SharePoint.](#)

Regular business: USS officer/chair reports

### **Service Subcommittee**

- The Service subcommittee is once again working on a Holiday Giving Tree.
- Plans are in motion and more communication will be forthcoming soon.
- New initiative: partner w/ Child Care Center and tree decorating at Cathedral Square. The subcommittee is asking for donations of cold weather items [via Amazon wish list](#) or dropped at 500 N 19<sup>th</sup> Street.
- The subcommittee is planning to find ways to work with the Backpack program in the spring and summer.

### **Secretary's request:**

- Secretary Calley Hostad asked for formal approval of the July minutes. A motion was made and seconded, and minutes were approved for posting.

### **Treasurer's report:**

- There is no update.

### **Vice Chair's report:**

- Melissa Econom reported on questions posed to Human Resources related to hybrid/ remote work as they pertain to cost savings of remote workers:
  - An article from *Forbes* was shared that highlighted significant savings by remote workers. Question: will HR award raises to those who are on campus full-time or hybrid? HR: no, location does not affect raise.
  - Question: it's unfair that there are many similar positions across campus, but hybrid work is determined by individual supervisor. HR: Employees looking to work hybrid should discuss with supervisor or leadership in their specific unit. If a request is treated unfairly, then it should be taken to HR., but employees should first go through the proper channels.

Discussion: There is a need for clear and consistent criteria across campus as this is a benefit that could be related to staff retention. Feelings of support or lack of support could become an issue.

#### Chair's report:

CAROL TRECEK AND LAURA ABING ATTENDED A BREAKFAST WITH JOEL POGODINSKI ON OCT. 20.

- All members of USS are encouraged to attend these events as they are great opportunities to share concerns, to listen and to learn.
- One of the topics addressed was whether merit increases will return in the next fiscal year. Joel is a proponent of true merit increases and is hopeful that they will return although there are no absolutes. Cost of living increases also should be part of the discussion of merit increases.
- Another topic was the general climate on campus. There has been staff turnover resulting in increased workloads despite no increase in salary.

Discussion: There seem to be mixed messaging in that there are still budget deficits, fewer students but the overall message is that Marquette is in a good spot. Joel will be the guest speaker in December. If you have specific questions, please send them to Carol Trecek or the USS mailbox.

#### President Lovell Meeting:

- The conversation centered around morale and whether USS could come up with suggestions on how to improve it.
- Leadership is also looking to USS to help rebuild trust with staff.

Discussion: Recognition is important; staff are working harder and acknowledgment from supervisors could go a long way. OMC sent "gratitude cards" to all units. Feel free to send one to a colleague to say thank you.

The next meeting is not yet scheduled, but if you have questions or topics to address, please contact Carol.

#### ULC Meeting:

- The campus strategic plan was discussed.
- This fall, the student success initiative is piloting the Marquette Navigators program.

#### LEAD Meeting:

- Update to Beyond Boundaries was discussed. Cliona Draper will send updates to the larger group.
- Marquette Police is encouraging everyone to watch active shooter trainings and is willing to schedule individual training sessions for units.

#### Searches for VP of Inclusive Excellence in Diversity and Dean of Library

- Staff are encouraged to attend [listening sessions](#) and participate.

#### Future guest speakers:

- November: Chelsea Malacara
- December: Joel Pogodinski
- January: University Advancement

If you have questions for any speaker, please send to Carol Trecek or the USS <sup>1</sup>mailbox.

Guest speakers: Lynn Mellantine, Human Resources and Mandy Gregory, Wellness

Annual enrollment period runs 10/25/21 through 11/8/21 at 4 pm. [The shared presentation is also available online.](#)

Subcommittees reports continued:

#### Communication:

- The subcommittee shared [updates to the website](#) and a proposed flyer inviting staff members to USS. If you have any feedback, please reach out.
- The SharePoint site will continue to be updated.

#### Elections/ By-Laws

- The proposed changes to the by-laws were shared.
- Feedback is needed on the breakdown of administrative, academic, and at-large seats.
  - Should it always be 25% academic, 25% administrative, and 50% at-large?
  - Would another ratio be better?

Please consider these changes and bring your feedback to the November meeting.

#### Adjournment

Chair Carol Trecek adjourned the meeting at 1:03 pm.

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# YOU'RE INVITED

## UNIVERSITY STAFF SENATE

### What are YOU waiting for?

#### **5** fast facts about University Staff Senate (USS):

1. All staff members are welcome.
2. You don't have to be elected to participate.
3. Meetings are held on the 3rd Thursday of each month\* from 11 - 1.
4. Elections are held each spring.
5. Cura Personalis.

