

*University Staff Senate Minutes*

September 16, 2021, 11:00-1:00 p.m.

Raynor Library, Beamier Suite C

Present:

In person: Laura Abing, Jack Bartelt, Chris Bartolone, Kirsten Boeh, Maria Cooper, Cliona Draper, Calley Hostad, Sherri Lex, Melissa Econom, Nicolle Skoien, Carol Trecek, Lori Montezon, Yvonne Printz

Via Teams: Lauren Accola, Tina Aiello, Brigid Alba, Coreen Bukowski, Wendy Butler, Robin Cork, Sherrie Dorff, Molly Eldridge, Christine Fleming, Jyoti Gandha, Latrice Collins-Harris, Amber Jensen, Amy Kaboskey, Maggie Klatt, Tina McNamara, Karina Mendoza, Laura Mercado Martin, Karen Nest, Karen Ortiz, Kim Poehلمان, Patricia Psuik, Steve Robertson, Richu Sachdev, Vicki Trauschold, Rae-Ann Vanek, Elizabeth Voltner, Karli Webster

Chair Carol Trecek began the meeting at 11:03.

Laura Abing led the reflection

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

Guest speaker: Lora Strigens, Vice President for Planning and Facilities Management (FP&M). Questions were sent ahead of time for Lora to address in her presentation.

Master planning update: there's been a lot of activity

- COBA building is moving along nicely; weather has cooperated.
  - This is the largest fully funded project in Marquette's history.
  - Part of the facilitation of this project is due to gift; it was able to proceed quickly because of the fundraising success. FP&M is having conversations about the possible support of ongoing building operations for this and other projects to care for the buildings well over their life cycle.
  - Scheduled to be complete at the end of 2022; opened at start of spring '23 semester.
- Overhaul of Lalumiere. One of most intensively used instructional space.
  - Updates were needed: all new lighting/ mechanical, improved lighting and efficiency; this project was labor intensive, and FP&M appreciates the collaboration of those that work in the building during the disruption.
- Parking structure at corner of Wisconsin and 16<sup>th</sup> was updated this summer.
- Joan of Arc chapel moving along. This is a major overhaul and restoration that was fully funded by a donor.
  - Since 1965, building has deteriorated and was overdue for upgrade.
  - Historic character is retained; the restoration is sensitive to historical status.
  - Grounds will be updated with more accessible paving materials to provide easier and better maintenance in our weather.
  - Collaborating w/ Mission & Ministry to create a gratitude garden and there will be more garden space than before.
  - Fr. Marquette has moved.
  - Targeted to be complete by mid-November.
  - Flowers will be planted in the spring.
- Other infrastructure: north common by AMU and Schroeder is undergoing steam line work.

### Looking ahead:

- College of Nursing is expanding and moving to Straz, looking forward to making best use possible and add on. This project will kick off after COBA is complete.
- Master Planning:
  - Health and Wellness and Sciences buildings are priority projects in the master plan that have yet to be realized.
  - Economic changes/ space optimization
  - How can we continue to look for opportunities?
  - Coming soon: updated UPP on space policy and guidelines.
- Michigan Street: MU doesn't have a need for all acres. Entertaining proposals and options from developers that could include sale or other development. Looking for synergistic use with Marquette.

### Facilities Planning and Management:

- 212 people on team; majority of whom never left through pandemic.
  - Signage/ cleaning/ classroom layouts in addition to regular jobs.
  - All of this was accomplished while still taking cuts as many others across the university experienced as well.
  - Hiring right now in in multiple areas of FP&M including grounds and custodial.
- Focusing on what is of highest importance; may not get to every corner in the way would like but are doing their best. Changes:
  - trash collection
  - Mail services: delivery once/ week (some exceptions such as OTR); you can always pick up mail more frequently in the Services Building if needed.
- Parking: when hybrid work arrangement was announced, the reality was that all parking systems are not set up to code cards and do differential rates. There is a staff of 2 in parking. Result: offer one additional rate for hybrid workers. For now, what can be done but continue to discuss.
- COVID team: can't say enough thanks for work done to support students.

### Questions:

- Nursing: what will happen w/ Clark Hall?
  - There is no shortage of interest.
  - Space is near CHS which could grow.
  - No decisions made.
- Work groups on space optimization: has there been action steps in response to campus costs/ savings?
  - In addition to efforts above, not using O'Donnell Hall is a savings.
  - Couldn't be too far ahead; space should be responsive and not dictate decisions. It is not efficient to move things just to move them; it's important to balance taking space offline with growing programs that need space.

- Science buildings: money was earmarked for exploration. Is there a timeline or anything concrete?
  - Some money identified in minor capital budget for a deeper dive into 3 Wehr buildings, CHS, Clark. The plan was to explore around COVID's impetus.
  - Embarked upon instructional space study, colleges working on strategic plans.
  - Should bring stakeholders (Deans of A&S and CHS) together to plan 2,5,10 years out. Planning work needs to be done and align w/ college's plans.
- Nursing to Straz/ expansion: where will it expand?
  - Early in design process, formal design will launch this fall.
- Holthusen: What is happening w/ the Grad School's former location?
  - Facilities is working on study of what can move.
  - Would other administrative units move there? No decisions made yet.
  - There is a process: just because something is available, doesn't mean it will be used right away.
    - Updated UPP (to be posted in October) clarifies process for any changes
    - Requests would come from college leader/ Dean or VP. Request made, consult, how to address, what opportunities there are.
- Parking: re: hybrid schedules, is there continued work to figure out ways to streamline or offer reduction in cost?
  - The investment to offer differential rates is more than what we can bear at the university. Overall, the decision on rate is financial; Facilities provides assessment/ data on utilization. The money goes to the general university pool; there is not a significant profit as the current rates are lower than market rate in this part of MKE.

## Regular business: USS officer/chair reports

### Secretary's request

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

### Treasurer's report

- Treasurer Lori Montezon = no report

### MUPD Advisory Board:

- Cliona: had meeting, plenty of things w/ engagement; student safety group; crime reports (car theft is high, mostly Kias and Hyundais; MUPD is offering steering wheel clubs. Take MUID to MUPD (call first to check that they are still available)
- 10/6: national coffee with a cop day: games/ treats at Eckstein 11:30-12:30
- Need to hire additional 2 additional officers: one community, one public safety, one intern (multiple vacancies in WI right now)

### Vice Chair/ Work Force Environment:

Melissa Econom met with Human Resources on August 30, 2021. At that time, she asked the following:  
**Should we be aware of any changes to benefits/ Virgin Pulse?**

- A new wellness coordinator was hired in July
- Benefits are being finalized; Lynn Mellantine will be USS' guest speaker in October and will discuss

**Operating Budget/ Compensation is at 58% of annual expenditures; can HR share info on span of low-high salary bands and # of employees in each?**

They are not willing to share at this time and would like more information on why USS wants to know/ what we would do with the information.

**Does HR have information on the total number of employees who have left Marquette?**

HR is not able to provide this information but advised that access to IPEDS report which will show employees in 2020 and in 2021 should be available in November.

**COVID vaccination policy raffle:**

- Why were there more faculty winners than staff? More staff is vaccinated so the odds were lower.
- What are the ramifications for faculty/ staff who are not vaccinated nor submit to testing? There is a committee working on how to discipline if someone is not complying.

**Suggestions for future questions:**

- Does HR have say in merit increase and earmarking that in the budget? Where does HR sit in financial discussions?
- COVID protocol: disciplining noncompliant staff could be crippling; keep in mind that if you lose employees from an already short staff, larger issues could arise
  - How can we facilitate?
  - Note: the testing decision was not made by HR
- How do we respond to HR's question about salary band data considering the following:
  - This information allows staff senate to advocate more if there is inequity
  - With concrete information, we know if we are making false assumptions and can help to educate staff.
  - We saw from the event hosted by Mission and Ministry that mistrust and transparency are common themes in feelings across campus; this might be an example of a time that could be addressed.
  - In industry, disclosing CEO pay ratio to median staff is more common
    - We have access to top salaries b/c of 990 tax information available on the university website

Chair's report

- There has been one new external appointment to the cyber security governance council: Sherri Lex

- Carol had to reschedule regular meetings with Dr. Lovell in September; she will report in October. If you have any new items for the agenda, [please reach out](#).
- Recent ULC meeting focused on HSI update and 5-year progress report.
  - For the HIS federal designation, the incoming class should be at least 25% Hispanic and 50% low income.
    - Fall 2021: 18% incoming class and overall 15% of the student body is Hispanic
    - Achieving 15-24% is referred to as an emerging HSI, although that is not an official designation
    - November 19 will be a reflection day.
    - There is a progress report available outlining how we serve students, inclusivity, climate, faculty/ staff, diversity, and cultural shifts on campus. The university is making more progress in some areas than others.
    - How are we supporting staff/ new population? Helping staff learn Spanish? Support:
      - certain areas have actively hired
      - *Somos Marquette* includes translated [website/ medium/ social media](#)
      - Café con Leche: lunch series, conversations in Spanish, heritage topics
  - Admissions has hosted events where families are making excuses to leave because they feel uncomfortable but stayed once they got to know staff. We need to do something more to break down barriers; students need to see themselves among faculty and staff.
- USS has decided to arrange for cards to support Dr. Lovell on a regular basis to offer support as he undergoes cancer treatment; the first one was sent around during this meeting.
  - Should we do something on a regular basis at each meeting? (Athletics teams have each taken a month to do something to offer support.)
  - Laura Abing suggested checking with Fr. Voiss about a regular Mass for anyone on campus with a petition for Dr. Lovell; she will report back at a future meeting.
- Melissa Econom and Carol Trecek met with representatives from Midwest Jesuit Province who wanted to know about culture on campus. They had heard about support across campus for staff and ways in which Marquette expresses its mission (Office of Institutional Diversity and Inclusion, Mission & Ministry).
- AAUP contracted an independent financial analysis of university; the report is available for anyone interested.
- Sustainable Marquette ERG is hosting a fossil fuel free week and a 5-mile community ride around Menomonee Valley on September 16.

**Special guest: Dr. Lovell stopped by to say thank you for the support and share #lovellstrong bands designed by his daughter.**

#### Subcommittees

#### **COVID:**

- Laura Abing represents USS and asked if there were any questions to be taken to the group re: COVID cheq.
- If you have questions, Laura will take to the group.
  - If you don't receive daily emails, check to see if you had opted out at any point. You will need to opt in again.
  - Is there a reason why few buildings are checking? Why isn't there consistency?

- Laura will raise and make sure clarification is offered if more info is needed

#### **Elections and Nominations/ By-Laws:**

- The question was asked if anyone had questions re: the temporary suspension of the by-laws process. [Please refer to the August minutes for the summary.](#)
- Voting members unanimously agreed to temporarily suspend the by-laws and allow all new representatives a full three-year term.

#### **Adjournment**

Chair Carol Trecek adjourned the meeting at 12:30 pm