



The mission of the University of Wisconsin-Whitewater University Staff Council (USC) is to promote a positive environment for all university staff employees and encourage active participation in the University decision-making process. The USC is dedicated to promoting professional development and ongoing educational opportunities as well as serving as a channel of respectful communication among all university staff employees, and between university staff employees and the broader University community. The USC serves in an advisory role to the Chancellor and University administration. The USC represents all university staff permanent, temporary, and project appointment employees of the University.

COUNCIL MEETING MINUTES
THURSDAY, MARCH 7, 2024 | 9:00 A.M.
UNIVERSITY CENTER 261 - WEBEX

ATTENDEES

USC Representatives:

- | | | |
|--|--|--|
| <input checked="" type="checkbox"/> Tanja Anderson | <input checked="" type="checkbox"/> Jenny Clauer | <input checked="" type="checkbox"/> Tamela Rocke |
| <input checked="" type="checkbox"/> Pedro Aranda | <input checked="" type="checkbox"/> Wesley Enterline | <input checked="" type="checkbox"/> Russel Schmidt |
| <input checked="" type="checkbox"/> Kat Bastien | <input checked="" type="checkbox"/> Jill Gerber | |
| <input checked="" type="checkbox"/> Karen Brueggeman | <input checked="" type="checkbox"/> Elizabeth Lamb | |

Quorum Present: YES/ NO

Other Governance Attendees:

- | | | |
|-----------------------------------|--|--|
| <u>Faculty Senate</u> | <u>Academic Staff Assembly</u> | <u>Whitewater Student Government</u> |
| <u>Representative</u> | <u>Representative</u> | <u>Representative</u> |
| <input type="checkbox"/> Kim Nath | <input checked="" type="checkbox"/> Michael Gorman | <input type="checkbox"/> Angelina Izzo |

Guest(s): Tatiana Fadeeva, Kai Instefjord

AGENDA

1. Priority Business
 - Call the Meeting to Order (9:03 am)
 - Approval of **Thursday, February 1, 2024** USC council meeting minutes
 - i. Motion: Karen
 - ii. Second: Jenny
 1. 9 Yay; 0 Nay

2. Action Items (Guest speakers, Proposed Consent Items, Resolutions, or Discussion)
 - Brenda Jones, Vice Chancellor for Finance and Administrative Affairs
 - i. Strategic Planning & Budget Committee (SPBC)
 1. Evaluating programs looking at;
 - a. Relevancy
 - b. Enrollment (in-person/online)
 - ii. Looking at "Compensation Chart – all campuses – University Staff 2024-0105"

1. Ideal goal to have the employees reach the Midpoint
 2. Moving from left to right on pay scale, not necessarily years in position (just starting point and getting them to midpoint)
 3. Enrollment >> more funds >> invest in employees
 4. List of priorities from each governance group (due May 1)
 - Kai – HR Report (Not discussed)
 3. Other Governance Group Leadership Reports
 - a. [Faculty Senate](#) | Kim Nath
 - b. [Academic Staff Assembly](#) | Michael Gorman
 - Prioritization for next academic year – Chief of staff acts as conduit
 - Elections starting up
 - Revisiting policy changes
 - Tatiana Fadeeva (on compensation committee)
 1. Timeline of compensation list of priorities
 - a. Submit by May 1
 - b. Will then be passed onto the benefit & compensation committee
 - c. Should have a plan by Fall 2024
 - d. Implementation dependent on plan from list of priorities
 - c. [Whitewater Student Government](#) | Angelina Izzo
 4. USC Chair Report | Wes Enterline
 - Compensation Committee
 - i. Comparing bands (columns on spreadsheet) to years of service or other metric
 - ii. Minimum wage increased floor
 - iii. Goal for employees to reach midpoint in their grade
 - iv. Primarily looking at grade 15 where most compression is
 - v. All contingent on enrollment
 5. Constituency Reports (Not discussed)
 - Academic Affairs Report | Kat Bastien / Tamela Rocke
 - Finance and Administrative Affairs Report | Wes Enterline / Russel Schmidt
 - Student Affairs Report | Karen Brueggeman/Jenny Clauer
 - At-Large Report | Pedro Aranda/Jill Gerber/Elizabeth Lamb
 - UW-W at Rock County and Human Resources | Tanja Anderson
 6. Campus Committee Reports (upload committee updates a minimum of 24 hours prior to the meeting to the correct date folder at [T:\University Staff Council\USC Meetings-Council](#)): (Not discussed)
 - a. Audit, Review, Compliance and Ethics (ARCE) | Wes Enterline
 - b. Campus Landscape and Planning | Wes Enterline
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- c. Chancellor's Inauguration Committee | Kat Bastien
 - d. Chancellor's Committee on Inclusive Excellence | Kat Bastien
 - e. Chancellor's Committee on LGBT* Issues | Elizabeth Lamb
 - f. Chancellor's Committee on Student Success | Tamela Rocke
 - g. Chancellor's Committee on Veteran and Service-Member Issues | Karen
 - h. Competition review Committee | Wes Enterline
 - i. James R. Conner University Center Board | Jenny Clauer
 - j. Chancellor's Committee on Mental Health | Kat Bastien
 - k. Leadership Feedback Committee | Kat Bastien
 - l. Parking Committee | Jill Gerber
 - m. Rec. Sports Advisory Committee | Jill Gerber
 - n. Sexual Violence and Harassment Advisory Committee | **NEED REPRESENTATIVE**
 - o. Strategic Planning & Budget Committee (SPBC) | Wes Enterline / Tamela Rocke
 - p. Sustainability Advisory Committee | Wes Enterline
 - q. Titling Committee | Karen Brueggeman
 - r. University Compensation and Benefits Committee | Wes Enterline / Jill Gerber
 - s. University Technology Committee | Karen Brueggeman
7. Subcommittee Reports (**Not discussed**)
- a. Bylaws | Wes Enterline
 - b. Elections | TBD
 - c. Employee Recognition | Karen
 - d. Grant/Fundraising | Tamela Rocke
 - e. Programming/Outreach | Karen
8. Other Business:
- Adjourned (**11:00 am**)
 - i. Motion: Jill Gerber
 - ii. Second: Kat Bastien
9. Next Meeting
- **Date:** March 13, 2024
 - **Time:** 11 am – 12 pm
 - **Location:** WebEx
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