

## Spring 2015

Compiled by Dana Hartel

**Beyond the First 100 Days**

Excerpts of Natalie Johnson's *Engage* magazine article "Introducing Chancellor Leavitt"

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There's a new chancellor on campus with a distinguished resume, an ear for listening and the drive to make a difference in higher education affordability and student success.

As a chemist, teacher, musician and fundraiser—not to mention husband, father of three and new grandfather—Andrew J. Leavitt brings an energetic nature and an impressive skill set to the University of Wisconsin Oshkosh as its 11th chancellor.

In his first whirlwind months on the job, Leavitt has spent many hours meeting and talking with hundreds of alumni, students, faculty and staff members, legislators and community partners.

"I've learned what an incredibly complex organization this University is," he said. "I've been really impressed with the depth of feelings that people have for UW Oshkosh. Certainly the students, but also the faculty and staff are a very dedicated group of people who do amazing things for our students under increasingly challenging circumstances."

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Through those initial conversations, Leavitt is beginning to set an agenda for how to move UW Oshkosh forward.

Some of his goals include making the University more self-reliant, lessening the burden of student debt and shortening the time to graduation to alleviate the financial burden of higher education on students and their families.

The chancellor role at UW Oshkosh interested Leavitt because of the intersection and synergy between the City of Oshkosh and UW Oshkosh.

"I realized what a rare opportunity this was," he said. "I think the city and the University together makes UW Oshkosh one of the best state universities in the country. I just wanted to be a part of it."

For the full article, check it out at <http://www.uwosh.edu/engage-online/4972/introducing-chancellor-leavitt/>.

# Get Set for USDAD

By Dana Hartel

We are gearing up for the 15th Annual University Staff Development and Appreciation Day (USDAD) on June 5, 2015. As we focus on professional development, our theme this year is "Where Leadership and Development Meet."

Our speaker grew up as a Packer fan in his native Lee, Mass. and after 14 seasons as the radio voice of the Chicago Bears, Wayne Larrivee joined the Green Packer radio team and became the "Voice of the Packers." He will speak to us as he begins his 34th year in his career as an NFL broadcaster.



As his bio states, Larrivee is "known for his thorough preparation and his moderated, yet enthusiastic, call of the action. Larrivee's more recent credits also include play-by-play for Big Ten Conference football and basketball for the Big Ten Network and ESPN Regional, co-host of the nationally syndicated Pro Football Weekly radio program the past 20 years, and Chicago Cubs baseball."

USDAD 2015	Schedule
7:00-7:45 a.m.	Registration and Breakfast
7:45-8:15 a.m.	Opening Remarks
8:15-8:25 a.m.	Break
8:25-9:40 a.m.	Workshop Session 1
9:40-9:50 a.m.	Break
9:50-11:05 a.m.	Workshop Session 2
11:15 a.m.-noon	Keynote Speaker
Noon-12:30 p.m.	Keynote Autographs/ Merchandise Sales
Noon-1:15 p.m.	Lunch
1:15-1:30 p.m.	Break
1:30-2:45 p.m.	Workshop Session 3
3:00-4:30 p.m.	Games

We welcome Larrivee's insight as we celebrate leadership and development.

Reminder: If you have not yet registered, please check your email or get further information from the USDAD website: <http://www.uwosh.edu/csac/cs-development-appreciation-day-csdad/2015-usdad>.

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## Leadership Series 2014-2015

by Mary Bartelt

The University Staff Leadership Series originally began in 2002, was restructured in 2008 and is now a program that is offered every other year. All University Staff members are encouraged to apply and participate in workshops to develop leadership skills and then use those skills in their current positions as well as working on committees.



Pictured are the members of the 2014/2015 Leadership Series who were in attendance on the March 17<sup>th</sup> Leadership Series meeting focused on Team Building.

The 2014-2015 series includes the following topics and presenters:

- Meyers Briggs Type Indicator–Kathleen Mueske
- Campus Tour–Stephen Kercher
- ROTC activities
- Emotional Intelligence and More–Mike Altekruise
- Healthy Titans–Dan Schmidt
- Nutrition–Kate Yonke
- Diversity–Emmett Sandberg
- Safety on Campus–Evan Schwalbe
- Listening–Stephanie Rolain-Jacobs
- Managing Transitions–Al Hartman
- Team Building–Karen Gibson
- Dealing with Difficult People–University Police
- Generations–Kate McQuillan

Congratulations to the 2014-2015 Leadership Series participants and mentors:

Vicki Anderson, Claire Armstrong (Mentor), Mary Bartelt, Christian Beck, Kristy Burg, Rob Clancy, Ruth Eberwine (Mentor), Lisa Goetsch (Mentor), Shawn Hansen, Erin Heiling, Katrina Helmer, Georgia Hetue, Julia Hodgen, Jacki Maxwell, Ann Paremski, Amy Ready, Ben Richardson (Mentor), Rebecca Rogers, Gina Schiavone, Patricia Schrader, Andy Schumacher, Pauline Shulse, Shirin Skifstad (Mentor), KC Stadler, Lisa Sullivan and Laura Zirbel.

## University Personnel System Policies Update

by Dana Hartel

As of July 1, 2015, the new University Personnel System (UPS) Operational Policies are required to be in place, and rules and regulations established under OSER will no longer apply. Effectively, University Staff across the University of Wisconsin System will be under the authority of the Board of Regents.

In some cases, institutions need to develop local policies based on the framework outlined in the UPS Operational Policies. Over the last few years, our Human Resources (HR) office has been working diligently to comply with the requirements of preparing UPS policies. Shawna Kuether has been working directly with University Staff Council (USC) to develop the policies affecting University Staff on our campus.

Each policy is developed through research and then presented to all University Staff for feedback through emails and forums. Each policy is then finalized to become part of our campus UPS policies.

The first policy completed was the Grievances Policy, which was approved by University Staff Council in December, sent to the Board of Regents for their approval, and subsequently submitted for inclusion in the Provost Handbook. Of the local policies, that is the only one that required Board of Regent approval because the Board has final review for a grievance involving dismissal only.

Next was the Layoff Policy approved by USC in February. It has been approved by Provost staff and has been forwarded to Chancellor Leavitt for signature. Next in the process, as of this writing, is the Recruitment Policy. Forums have been held and the policy is awaiting approval.

The final policy to be completed by July 1, 2015 will be the Compensation Policy, and the forums for this one are expected to be the most well-attended. Policy development is an on-going process, so there will be more local policies to consider as the needs arise.

Through this whole process, questions have been addressed and everyone's input has and will continue to be encouraged. Thank you to all who participate.

For more information about local policies for University Staff, check the website at <http://www.uwosh.edu/csac/>. For more information about the University Personnel System, check out <http://www.uwosh.edu/hr/university-personnel-system>.





## Anticipated Budget Changes

by Dana Hartel

In and among required policy changes on campus and across the UW System, we have also been addressing the state budget proposal.



When Governor Scott Walker presented his proposal of cutting \$300 million from UW System, it set into action our entire campus community to find ways to address UW Oshkosh's portion of the expected cuts. Even as "devastating," "too deep, too fast" and "cutting to the bone" were comments heard on campus and in the community, plans were immediately in the works. Chancellor Leavitt announced a change in direction from U-Plan to Leadership Council, allowing greater involvement of shared governance in the budget process. Town hall meetings and breakfast forums were held, inviting all campus constituents to listen to the plans and share ideas on how to improve upon and implement the plans. Provost Lane Earns was charged to work on strategic planning.

The cuts anticipated for UW Oshkosh are \$7.3 million of permanent funds, but an amount much greater is expected when the debt services are figured into the costs. When you get right down to it, only about 10% of our campus spending is on "stuff" while the other 90% is on personnel. This means that a number of positions, amounting to about 5% of personnel, probably will not continue, but it is hoped that most of these positions can be through retirement and attrition rather than any form of layoff. A hiring freeze was put into effect immediately and all requests to hire will be viewed individually by Chancellor Leavitt.



To assist the University in working with the budget, Chancellor Leavitt has proposed the hiring of a Vice Chancellor for Enrollment Management. By targeting efforts at gaining more students, Chancellor maintains a campus focus of investing in people.

Also among the expected changes proposed by Governor Walker is to move the UW System to public authority. Though there appear to be more questions than answers at the outset, Chancellor has stated, "If we get the level of autonomy we want, we can plan years out rather than react every two years." He went on to note that this could create some uncomfortable challenges at the beginning but should provide a much better future for our University.



Check out the Moving UW Oshkosh Forward website and if you have any ideas for changes/improvements, please submit them online at <http://www.uwosh.edu/forward/share-your-ideas-and-feedback/>.

## Annette Blanchette Memorial

Information gathered from Cindy Schultz and Lori Kroening  
Compiled by Dana Hartel

A memorial was held in March for University of Wisconsin Oshkosh alumna Annette Blanchette '60, of River Falls at the Alumni Welcome and Conference Center. Blanchette, an Oshkosh native and lifelong Titan who believed deeply in giving back, passed away unexpectedly on Feb. 12 at the age of 77. She was a remarkable woman who touched so many people's lives within our UW Oshkosh community.



A state-funded grant paid for Blanchette's college education at UW Oshkosh, inspiring her to develop several scholarship funds and other student-focused programs.

For those of you who may not know, Annette developed the Sally Margis University Staff Professional Development Fund. To date, this fund has helped many university staff members "jumpstart" their dreams. Annette was so giving, compassionate and full of life.

"I made up my mind at the time I started college to provide an opportunity for other people to get an education," she said in a UWO profile story. "I was so happy to have an education that I was happy to give back."

Gifts made to the UW Oshkosh Foundation in Blanchette's honor can be designated for one of the many funds Blanchette established, including the Sally Margis University Staff Professional Development Fund. If you wish to make a gift, check out the giving page at <http://www.uwosh.edu/foundation/news-and-announcements/support-uw-oshkosh/online-giving>, then check "Other" and write the fund name in the "Notes" box.

## Outstanding Performance Award Call for Nominations

Submitted by Awards and Recognition Committee

Nominations are being accepted for the 2015 University Staff Outstanding Performance Award until May 1, 2015.

This award recognizes excellence in providing service to the University of Wisconsin Oshkosh community and emphasizes its importance to the academic environment and overall reputation of the University.

Current classified staff, limited-term employees and project appointment employees who are at least 50% and have worked for the University for three consecutive years are eligible for this award. Staff who have already won the award are not eligible. The Outstanding Performance Award will be presented during the University's annual opening day ceremony in the fall. All members of the UW Oshkosh community are encouraged to nominate university staff for this award.

Nomination criteria is located at <http://www.uwosh.edu/csac/awards-and-grants/outstanding-performance-award-1/outstanding-performance-award>. The nomination form is located at <http://www.uwosh.edu/csac/awards-and-grants/outstanding-performance-award-1/forms/opa>.

All nominations will be accepted until **4:30 pm, May 1, 2015**. Questions can be directed to Julia Hodgen at [hodgenj@uwosh.edu](mailto:hodgenj@uwosh.edu) or Angelee Hammond at [hammond@uwosh.edu](mailto:hammond@uwosh.edu), Co-Chairs of the Awards and Recognition Committee.

## Celebration of Lights

by Cindy Schultz

The elves from the University Staff at the University of Wisconsin Oshkosh have been working the entrance hut since 2006 for the Celebration of Lights held at Menominee Park each holiday season. It is an AWESOME way to ring in the upcoming holidays and a wonderful opportunity for University Staff to volunteer within the Oshkosh community. Many times, full families help out with volunteering making it a family event.



We have had people help out in Santa's Workshop when the need has arisen and the entrance hut was already being covered. It was great fun to watch Santa mingle with all of the kids. From what this elf heard, the kid's wish lists would have kept Apple, Inc. in business selling iPads and iPods. Santa managed it very well—making no promises!

This past year, this gentleman drove up to the window. It was Santa and Mrs. Claus checking up on things for the Santa's Workshop set-up for the upcoming weekend. Jeri Zelke snapped his picture.

When my daughter and I cover the entrance hut, our tradition is to order pizza from a local pizza business. The first year we ordered, it left the order taker flustered as we tried to make the person understand that there was no true "address" on where to deliver the pizza. We just told the person we were at the North Pole known as Menominee Park for the Celebration of Lights. Now, after a number of years, they are used to us and they have our address in their system as the Celebration of Lights.

The sign-up dates go really fast when the announcement is made that volunteers are needed. I have many disappointed people when they realize that they missed out on the opportunity because they did not send an email quickly enough. Watch for announcements in mid- to late-October for this year's volunteer opportunity.

## Thank YOU for Your Holiday Giving

by Dana Hartel

You've done it again! During the holiday season, a collection was taken for residents at the Northpoint Medical and Rehabilitation Center. Personal items donated to fulfill their wish list included things, such as shampoo, stocking caps, snack size bags of chips and mini bottles of soda. Everyone at the facility was thrilled with the donations. The caregivers relayed their thanks for your generosity as it allowed them to complete baskets so that residents would each receive something of their very own during the holiday season.

Thank you also to the following areas that provided space for collection sites:  
College of Education and Human Services, Lifelong Learning and Community Engagement, Registrar's Office, and University Books & More.

## The STAR Awards

The STAR Award is given monthly to a University Staff member who has worked at least six months at UW Oshkosh and has demonstrated a “commitment to the University by virtue of outstanding performance in support of the University’s goals ... Individuals must have performed above and beyond the expectations of their assignment position.” Winners of the STAR Award receive a framed certificate, a reserved parking space for one month and a gift from University Books & More. For more information on how to nominate a STAR or to read the full stories, visit the CSAC website: <http://www.uwosh.edu/csac/awards-and-grants>

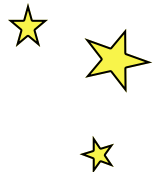
### December



**Jill Milos**—Program Assistant for Lifelong Learning and Community Engagement

**Nominated by:** Jason Hubbard

**Special Event or Accomplishment:** Jill’s positive attitude and willingness to pitch in wherever a need exists are the hallmarks of what sets our University Staff above the rest .



### January

**David Hietpas**—Library Web Developer for Library Services

**Nominated by:** Maccabee Levine

**Special Event or Accomplishment:** David has dramatically improved the library’s online services since joining Polk Library, first as a STEP intern and then full-time after graduation.



### February



**Paulette Feld**—Desktop Support Technician for Polk Library

**Nominated by:** Maccabee Levine

**Special Event or Accomplishment:** Paulette is a dedicated staff member whose behind-the-scenes works has a major impact on the students, faculty, staff and other community members who utilize Polk Library.

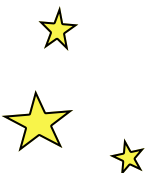


### March

**Kevin Shumann**—Facilities Designer-Journey for Construction and Planning

**Nominated by:** Kathy Lutzke

**Special Event or Accomplishment:** Kevin’s attention to detail is amazing and he went above and beyond to make sure our department’s needs were satisfied.





## Employees On The Move

Information provided by Human Resources effective through 03/09/2015

### NEW HIRES

Michael Bartlein—University Police  
 Tamara Benisch—COEHS Literacy & Language  
 Robert Breu—Administrative Services  
 Shane Deeg—Facilities Management  
 Nancy Jo Dietzen—COB Wisconsin Family Business Forum  
 Eliza Farrow (Salisbury)—Women's Center  
 Kira Fritsch—Facilities Management  
 Rebecca Habeck—Foreign Language  
 Laurie Hughes—Gruenhagen Conference Center  
 Brian Klinger—Administrative Services  
 Lynn Payne—COEHS Curriculum & Instruction  
 Amy Regal—Student Health Center  
 Thomas Romanski—Facilities Management  
 Patty Schaefer—Admissions  
 Benjamin Vande Slout—Facilities Management  
 Aaron Walker—University Police  
 Michael Zielinski—Facilities Management

### TRANSFERS/PROMOTIONS

Daniel Biese—within Facilities Management - Heating Plant  
 Jennifer Griffin—within Facilities Management - Custodial Services  
 Erin Heiling—COLS Dean's Office to Provost Office  
 Sarah Martin Kriha—Career Services to Gruenhagen Conference Center  
 Lisa Mick—within Facilities Management - Grounds  
 Debra Suess—Admissions to Kinesiology



### NAME CHANGES

None recorded

### RETIREMENTS

Bruce Gurske—Facilities Management  
 George Helbing—Facilities Management  
 Jane Kramer—Registrar's Office  
 Holly Lawryk—Provost Office  
 Michael Martins—Social Work  
 Jane Ricchio—COEHS Literacy & Language

### RESIGNATIONS

Amy Brecheisen—Provost Office  
 Kelly Hanson—Biology - McNair Scholars  
 Sheila Laing—UARC  
 Lee Laraby-Lim—Facilities Management  
 Donna Mleziva—Integrated Marketing & Communication  
 T Kim Nguyen—Administrative Computing  
 Abby Pluim—Social Work  
 Erika Ruedinger—COEHS—EXCEL Center  
 Samantha Zenner—History

**Got an idea or suggestion for the NewsBreak?**

We would love to hear it! Send any ideas, suggestions or  
 articles to Dana at [harteld@uwosh.edu](mailto:harteld@uwosh.edu)