

Fall 2014

Compiled by Dana Hartel

## A WARM WELCOME TO CHANCELLOR LEAVITT

By Dana Hartel

There was excitement in the air, amid smiles and a bit of anticipation as people gathered to greet our new Chancellor, Dr. Andrew Leavitt, on November 3 - his first official day on the job as the 11<sup>th</sup> Chancellor of UW Oshkosh. A group of workers from Facilities Management were gathered in the Reeve Memorial Union ballroom as the event started, so they had the pleasure of a group meeting with our Chancellor before the line of people was formed for brief individual introductions.

Dr. Petra Roter approached the podium to address a large audience of attendees. She spoke of her short time of service as Interim Chancellor and proceeded to turn over the "ship's console" to Dr. Leavitt. He first introduced his family and shared his enthusiasm as he starts his role as our new leader. But his role really started before Nov. 3. He expressed appreciation to Dr. Roter for his daily communications with her from the time his appointment was official.



Dr. Leavitt has been making his presence known as he gets out and meets the people of our campus community and beyond. Prior to his start date, he attended Homecoming in October. By the end of November, he will have met with all the governance groups. He has been meeting with people in their work settings and has been seen numerous times in Reeve.

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While most institutions comparative to UW Oshkosh are traditionally patriarchal, Dr. Leavitt pointed out that he was attracted by the unique shared governance we have on campus where all areas are included in governance and have strong participation. He recognized our place within a world-class system and as a university not set apart from its community but imbedded in a large town.

With his background as a faculty member and then being called upon as a fundraiser and foundation administrator (without previous experience), he is prepared to assist us in moving our campus forward. But he goes beyond the usual statement of 'forward movement.' His stance is to ask the question, "What is the way forward and how are we going to move?" He believes in a sustained conversation so that we can accomplish our objectives as a community. We can be more effective in what we do best, with the people we have in place.

Chancellor Leavitt is dedicated to getting to know us and learning all he can to best work with us as our leader. So if the chance presents itself and you meet him on campus or beyond, by all means take advantage of the opportunity to welcome him and share a few minutes together. Your time will be well worth it.

# President's Message

Submitted by Jill Reichenberger

WOW! What an exciting time for UW Oshkosh and what a great time to be on the University Staff Council!

When I accepted the position of Vice President last year, I had no idea how many changes would take place when I assumed the Presidency in June of the University Staff Council. From the retirement of Chancellor Wells to the University System Policies for Human Resources, it has been and will continue to be a very busy year for the Council.



I was honored to be selected by President Ray Cross of the Board of Regents, along with Paulette Feld, to serve as representatives of the University Staff on the Search and Screen Committee for our new Chancellor. The process was a wonderful learning experience and a once-in-a-lifetime opportunity. We worked hard during the spring and summer and were able to forward 5 candidates to the campus and Board of Regents for review in September. After a 2-week interview process with all 5 candidates visiting our campus, Dr. Andrew Leavitt was offered the position as the next Chancellor of UW Oshkosh! He will be starting his work here on November 1. Dr. Leavitt is a very solid choice, and I am very excited to begin working with him as our next Chancellor.

As a campus, we are now reviewing the University Personnel System (UPS) Operational Policies. This document lays out how campuses around the UW System will interpret Human Resource policies. We have divided the more complex policies into the working sub-committees. These committees will review System policies and develop our local campus policies from the UPS document. I am so appreciative of the members of the Council who stepped up and volunteered to be a part of this challenging work. Our Human Resources staff and Interim Director, Jason Beier, are working very closely with our groups to make sure we come up with policies that are fair and equitable to everyone. I can't thank them enough for the time and consideration they have given to us.

As you may or may not know, we were very fortunate when Chancellor Wells formed the Classified Staff Advisory Council. Prior to that time, we could not come to the table as a governance body because of our representation by our unions. However, Chancellor Wells thought it important that we as University Staff provide advice and give input on University issues. After Act 10, our Council was well established and ready to take on the role that the Board of Regents decreed, by requesting that all System institutions form a Council to represent University Staff and govern themselves as they see fit. We are now in the process of establishing a State University Staff Council, in which all the State schools are represented. We have monthly meetings via teleconference. We were very happy to gain this recognition at the state level. We will be meeting together as a group again at the Board of Regents meeting in December.

The biennial University Staff Leadership Series began in September. I had the opportunity to welcome all the participants to their first session, which was held at the Student Rec and Wellness Center. Applying for the Leadership Series is a very important step in getting involved on campus. I challenged all of them to volunteer for committee openings and to run for a position on the University Staff Council. I am looking forward to seeing them spread their wings and take on new responsibilities.

Finally, I want to say thank you to all of you, the University Staff. Our employees provide critical support services that make the campus operate and make possible the tremendous work being done by our students, our faculty and instructional academic staff, and our professional academic staff and administrative personnel. None of us could do it without each other, and I am proud to be a part of UW Oshkosh.

Best wishes for a successful year!

Respectfully,  
Jill Reichenberger, USC President 2014-2015

## COUNCIL LISTING 2014-2015

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## A New Year - - - A Year of Transition and Change

By Mary Bartelt

As we gathered at Reeve Union on Opening Day 2014, the excitement of a new academic year, new students and old friends was in the air. We were ready to begin anew, looking forward to what 2014-2015 has in store for us.

As we listened to the speakers for the day, we were provided a lot of information but it all revolved around the same theme ... 2014-15 will be a year of change and transition for all. Interim Chancellor Petra Roter shared a quote from Victor Hugo, which is good advice for all of us to keep in mind this year: "Change your opinions, keep your principles. Change your leaves, keep intact your roots."

If I listed all the highlights, changes and transitions for the upcoming year, I would be writing a book! A few highlights include: hiring the 11<sup>th</sup> Chancellor for UW Oshkosh, offering a new collaborative Engineering Technology program, transitioning from Classified Staff to University Staff, remodeling of Clow and Nursing Education, possibility of surpassing the 14,000 enrollment mark, renovation of Lincoln Hall complete, University Studies Program enters Quest III, 10<sup>th</sup> Annual Provost's Summit for Teaching and Learning, 1<sup>st</sup> anniversary of Alumni Welcome and Conference Center . . . . . the lists goes on and on and on!!!

The biggest highlight of the Opening Day Ceremony, as always, was the recognition and awards portion of the ceremony. It is absolutely amazing how many talented, dedicated, hard-working, successful people we have at UW Oshkosh!



## Outstanding Performance Awards 2014-15



**Malissa Bonlender**  
Dean's Assistant,  
College of Education and  
Human Services



**Kim Freier**  
University Business  
Specialist,  
Lifelong Learning and  
Community Engagement



**Traci Luft**  
Operations Program  
Associate,  
Information Technology



**Andy Schumacher**  
EAA/Oshkosh Placement  
Exchange Reservation  
Manager,  
Gruenhagen Conference  
Center

For full descriptions of their achievements and to see the other faculty and staff who were recognized on Opening Day, visit: <http://www.uwosh.edu/chancellor/opening-day/Opening%20Day%20Program%202014-WEB.pdf>.

## New Employee Perspective

by Lori Halstead

I was honored when asked to write an article about being a new full-time employee in the Graduate Studies Office at UW Oshkosh. I had actually been on campus for two years prior as an LTE at the College of Business in the MBA office and way before that, in 1991, when I finished my undergraduate work. I am an Oshkosh native and proud to call Oshkosh my home to this day. When I was younger, I planned to get my degree and always thought I would leave to work and live in a big city (preferably Chicago) and “really make something of myself.” I’m glad I stayed and built a beautiful and fulfilling life right here in my hometown.

Most of my professional career was spent in the corporate world holding customer service roles. After taking off some time to be a stay-at-home mom, I slowly re-entered the work force as a substitute teacher assistant for the Oshkosh Area School District.



In October of 2012, I started a part-time LTE position at UW Oshkosh with the help of Jo Fenrich in Human Resources. I cannot say enough nice things about Jo. As many LTE positions are a gateway into full-time employment at the University, it’s crucial to have a supportive and knowledgeable HR contact on your side. I learned so much in my two years with the MBA team. I worked primarily on the promotion and facilitation of the Leadership Series program and also supported the launch of the Executive MBA path in Fall 2013. Working in the MBA office was a satisfying blend of business and education. I am so grateful to have learned event planning skills and that the job brought me back on campus. I take in as many UW Oshkosh events and activities as I can: Frederic March Theatre productions, salsa dance lessons, sporting events, comedians, walk/runs, speakers, musical concerts, and volunteering for Celebration of Lights....to name a few. I am constantly promoting to friends and family all that the University has to offer.

I finally reached a point of desiring full-time employment and interviewed for a position in the Graduate Studies Office. Everyone that heard I was applying with Grad Studies commented on what a great team I would be joining. It was hard to leave my wonderful co-workers in MBA, not to mention beautiful Sage Hall, but I was offered the position of Admissions & Records Support Specialist and gladly accepted. I had enjoyed working in a graduate level office (MBA), so it felt like a natural transition to move to Graduate Studies and also put my customer service skills to use again.

On my first day of work I was greeted to a desk decorated with a welcome sign and balloons, including a few breakfast treats – what a welcome!! My new teammates are consummate professionals, intelligent, and simply down-to-earth, good people. We all bring different strengths and backgrounds to the table. I appreciate that we meet weekly to keep each other up to date on our work and I could tell immediately my opinions were valued. These meetings are a crucial function in keeping the team united and continually improving services to our students. They also offer the opportunity for discussion of marketing efforts and ideas for growth of our graduate level programs holistically. I must note that my team is also very engaged with University events. We recently competed in the Homecoming office decorating contest. It was a blast decorating over the weekend and having the entire team, including my boss Greg Wypiszynski, dress up as Dorothy from the Wizard of Oz!!

I work most closely with Connie Schuster. Connie has a wealth of experience at UW Oshkosh and is a very thorough and patient trainer. She is truly an advocate for all of our graduate students. Her amazing optimistic view on life translates to an ideal person to work side by side with each day. Our office is centrally located and connects with many other departments, and I am so impressed at how kind and helpful all University staff and faculty have been. It is like a small community here on campus, and I can say that I wake up every day happy to have my job and excited to see everyone and get to work. I also enjoy being around students on campus each day and the uplifting vibe they give off. Being on the front line helping graduate students come back to school to realize or continue their dreams is rewarding. There is such excitement and drive in the voices and faces of the graduate students I work with. Learning is vital *throughout* life. I consider myself so lucky to be surrounded by all the brilliant thinkers of my team and students all day long.

It’s an exciting time to be starting my new position in Dempsey Hall with the welcoming of our new chancellor, Dr. Leavitt. I look forward to growing in my role and taking in all that UW Oshkosh offers. And even though I never moved to Chicago, I am sure to get there at least once a year to take in a Sox game or bike along the lakeshore. I am thrilled with my new job and I’m SO very proud to work at UW Oshkosh!



# New Beginnings

## NEW State University Staff Council

By Jill Reichenberger

This past May, a workshop was held in Madison to discuss the future of University Staff and how each institution was going to structure their individual councils. We at UW Oshkosh have been very fortunate to have had the vision of Chancellor Wells. He set up a council to represent University Staff his first year on campus. Since then, we have evolved into one of the most highly respected and highly valued councils in the state.

At the workshop, there was much discussion on how we (state institutions) wanted to proceed and organize in the future. By the end of the day, we had decided to attempt to form the first State University Staff Council. We were invited to the Board of Regents meeting in August to meet with Al Crist, Senior Associate Vice President of Human Resources and Workplace Diversity. At this meeting, we conveyed our intentions of forming a State University Staff Council and asked for his help and support. Since then, we have met with our colleagues from across the state via teleconference at least once a month. Currently, we are discussing the University System Policies, which will determine how we as a campus deal with issues involving grievances, compensation and layoffs, to name a few.

Becoming part of the shared governance here on campus is a huge responsibility. Many of our University Staff Council members are/have given of their time to work on the policies. Please watch for open forums to discuss the policies that we are bringing to our Human Resource department. We cannot do this alone; it is very important that we receive your feedback.

I want to take this opportunity to thank the members of the current University Staff Council for their hard work and dedication. I am so proud of their service and for the thoughtful and careful consideration you give to the work that you do on behalf of your fellow colleagues.

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## Lincoln Hall Ribbon Cutting

By Margie Carlson

On Tuesday September 16, UW Oshkosh and the City of Oshkosh leaders along with faculty, staff and some very patient daycare pupils braved the chilly morning to attend the ribbon cutting ceremony at the newly renovated Lincoln Hall. Lincoln now houses the Children's Learning and Day Care Center on the first floor, which provides child care services to children of students, staff, faculty and the community. The Division of Lifelong Learning and Community Engagement resides on the second floor. They offer online degree, professional development and learning in retirement programs and online student advising and resources.



Lincoln Elementary School was built in 1964. It was purchased by the UW System Board of Regents in 2010 and the name was officially changed to Lincoln Hall. In keeping with the University's commitment to green buildings, the construction process during the renovation included separating waste and recyclable materials, which reduced what had to be disposed of in landfills. Lincoln Hall also uses water-reducing plumbing fixtures, which relates to a 20 percent or greater reduction in water use.

## It's Holiday Time

### Giving Tree

For Northpoint Medical and Rehabilitation Center

The USC Marketing Committee will be accepting donations for residents at Northpoint this holiday season.

Donations will be accepted December 1—December 19, 2014

#### Wish List Both Men and Women

Shampoo  
Conditioner  
Body wash  
Body spray  
Stocking hats



**Drop off sites:** College of Education and Human Services (NE 113), LLCE (Lincoln Hall), Registrar's Office, Political Science Office—Sage 4631

#### Wish List General Items

Snack size bags of chips  
Bottles of soda (minis)  
Hard candy (regular & sugar free)  
Simple puzzles (100 pieces or less)  
Playing cards

### Holiday Health and Safety Tips

- ❄ Wash your hands often.
- ❄ Stay warm.
- ❄ Manage stress.
- ❄ Travel safely.
- ❄ Watch the kids.
- ❄ Handle and prepare food safely.
- ❄ Eat healthy and be active.

Courtesy of

<http://www.cdc.gov/family/holiday/>

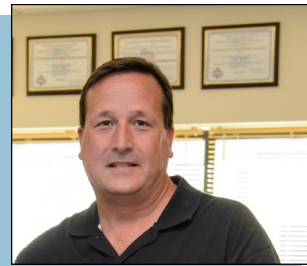


**Have a wonderful holiday season with your friends and family!**

## The STAR Awards

The STAR Award is given monthly to a Classified 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>

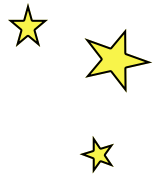
### AUGUST



**Trent Morgan**—Police Officer for University Police Department

**Nominated by:** Chris Tarmann

**Special Event or Accomplishment:** Trent does what it takes to get the job done, even when that sometimes creates more work away from his assigned work.



### SEPTEMBER

**Marla Krueger**—University Services Program Associate for Registrar’s Office

**Nominated by:** The Administrative Support Team

**Special Event or Accomplishment:** Marla’s critical work with the new University Studies Program and Room Scheduling, during a time of reduced classrooms due to remodeling, has demonstrated amazing commitment to the University.



### OCTOBER



**Michelle Loker**—IS Resources Support Technician—Senior Help Desk Manager for Academic Computing

**Nominated by:** Sally Masters

**Special Event or Accomplishment:** Michelle is an asset to the UWO community and I appreciate her willingness to be flexible and creative in the trainings she has provided for the UARC.



### NOVEMBER

**Margie Carlson**—Program Assistant for Lifelong Learning and Community Engagement

**Nominated by:** Linda Hammer and Katherine Carstens

**Special Event or Accomplishment:** There are few people who stand out as highly committed, skilled, and always a delight to work with, but Marjorie is one of those unique individuals who possesses all of these qualities and more.



## Employees On The Move

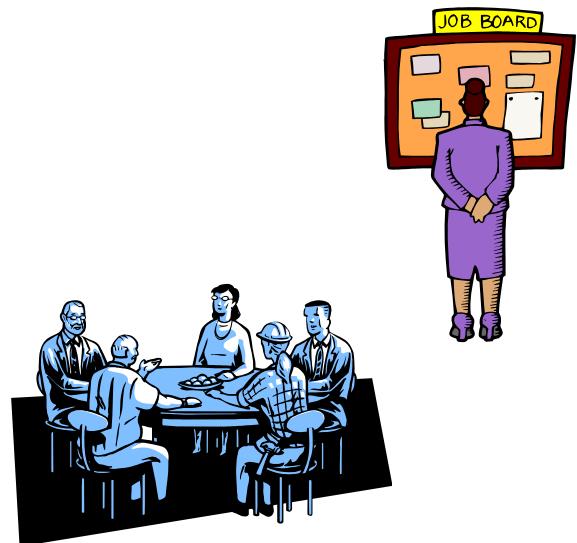
Information provided by Human Resources effective through 11/06/2014

### NEW HIRES

Matthew Bauman—Student Recreation and Wellness Center  
Kelly Berndt—McNair Scholars Program, COLS  
Gigi Breitenbach—Reeve Union  
Thomas Daley—Facilities Management  
Eric Freeville—University Police  
Lori Halstead—Graduate Studies  
Amy Knoll—Grants & Faculty Development  
John Lomphey—Facilities Management  
Arturo Macias—Reeve Union  
Joann Mariahazy—COEHS Field Experience  
Michael Martins—Social Work  
Jenice Mischler—Financial Aid  
Clifford Pickart—Facilities Management  
Joseph Ruddy—Facilities Management  
Natalie Stanard—Facilities Management  
Teresa Wahlberg—Facilities Management  
Chelsea Wilms—Admissions  
Samantha Zenner—History

### TRANSFERS/PROMOTIONS

Robert Deere—Student Recreation and Wellness Center  
Susan Fojtik—Kinesiology to University Studies Program



### RETIREMENTS

Kathleen Lutzke—Foreign Language  
Judy McCarthy—Information Technology  
Robert McIlraith—Student Recreation and Wellness Center  
John Murphy—Facilities Management  
John Ryan—Facilities Management  
William Santiago—Heating Plant  
Carol Smith—Admissions

### NAME CHANGES

None recorded

### RESIGNATIONS

Stephanie Clements—Facilities Management  
Grant Davey—Facilities Management  
Brittany Heinz—Gruenhagen Conference Center  
Bryan Hulbert—Women's Center

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

*We would love to hear them! Send any ideas, suggestions or*