Opening Day 2018  
by Renee Anderson

The 2018 UWO Convocation took place on Tuesday Sept. 4 in the Alumni & Welcome Conference Center. Following coffee and collegiality time, the morning consisted of a two-part program; an awards presentation followed by addresses from Interim Provost and Vice Chancellor of Academic Affairs John Koker and Chancellor Andrew Leavitt.

The following awards were presented by Chancellor Leavitt: Edward N. Penson Distinguished Teaching Awards, Barbara G. Sniffen Faculty Governance Service Award, Outstanding Service Awards, Outstanding Performance Awards, LGBTQ+ Ally Award and Queer Faculty Staff Award. For a full listing of award recipients, please visit the UW Oshkosh website.

Interim Provost and Vice Chancellor for Academic Affairs John Koker recognized that the UW Oshkosh campuses have faced a lot of change over the last year. He commended the collegial and collaborative efforts of the faculty and staff at all three campuses and the almost 40 working groups that are working toward a new three-campus university model. Koker thanked everyone for upholding the principles of quality, transparency and continued improvement in this process. As part of the upcoming strategic planning process, he is confident that we will work through challenges of work-life balance; student retention; years and credits to degree completion; compliance and ethics; and diversification of faculty and staff. Through this transitional year we will continue to keep the academic mission of educating students in mind, and ultimately we will be creating a new stronger university with three campuses.

Chancellor Andrew Leavitt welcomed all present in audience as well as those watching remotely and he recognized many administrative teams, faculty and staff present in the audience. He also thanked those that worked over Labor Day weekend to make another successful move-in day.

The Chancellor reported that the UWO new freshman class enrollment shows a 10% increase over last year. He also provided a broad financial overview. Upcoming Coffee & Tea Forums will continue to keep faculty and staff informed as new information becomes available.

The Chancellor highlighted several upcoming events. HLC will be visiting in September and a new Black & Gold Scholarship Ball will take place on Saturday, March 30, 2019. The 50th anniversary of Black Thursday (Nov. 21, 1968) will be honored on Wednesday, November 14 and additionally a 50th Anniversary Celebration of the UW-FDL campus will be taking place on November 2.

The Chancellor is meeting and engaging with stakeholders and asking: “What kind of university does Northeast WI need and deserve?” These answers will help to shape our future. Leavitt closed with the following comment, “We are now three campuses, one university, and there is incredible potential in that.”

Finishing out the day were the Taste of UW Oshkosh and Student Employment Fair events.

Have a great year!
Fellow University Staff,

I want to welcome you all back for the 2018-2019 academic year. I am proud to be serving as your president for this year, and I look forward to continuing the great work of past presidents and senators. For those of you not familiar with University Staff Senate (USS), we are a recognized shared governance group, working closely with other campus governance groups and the campus administration on policies and practices to promote a safer and more equitable environment on campus. See our website to learn more about USS and find out how you can get involved.

This year presents enormous changes for our campus as we integrate the two other colleges (UW Fond du Lac and UW Fox Valley) into our campus as a part of the UW Colleges restructuring, all while respecting their existing mission and campus cultures. This presents many challenges and changes, particularly to policy, but with the new Policy on Policy process, we will be able to navigate the policy change process and ensure a smoother transition. The restructuring group for University Staff Governance has been active in dissecting the policies at each institution and working to draft proposed changes to cover all three campuses. Over the course of this academic year, we will be presenting these policies at USS and work to approve the changes before May 1st, 2019.

But where do these policies go after approval and how can I find them? Great question! Over the summer, Chancellor Leavitt announced at a Leadership Council that he wanted our Faculty and Academic Staff handbook (the campus employee policy handbook) updated so that it was searchable and not in conflict with UW System policy or other internal policies. For university staff, whose policies have had no consistent location, I requested that our policies be included in this process as this was our opportunity to incorporate ourselves into the handbook. We will continue to provide updates on the progress, but this is a great step in the right direction for policy management across all employee classes.

Continuing on existing efforts, the Titling and Total Compensation Study is ramping up efforts to complete the study at the end of the academic year. Though the timeline seems far away, the committee will be seeking your feedback very soon. Around Thanksgiving, benefit-eligible employees will receive a Benefits Preference Survey. This survey is a once-in-a-lifetime opportunity to affect changes to our current benefit offerings. Many new items are going to be presented as possible offerings, so it is imperative that everyone complete the survey and indicate what benefits are most important to you. There will be a certain window where the committee will accept the survey results, so please be actively checking your campus email for this survey and other important communications.

Lastly, I want to express how vital participation in shared governance truly is. Over years of hard work, people across UW System have fought for the right to allow university staff to participate in shared governance and for our groups to be recognized as a formal shared governance body. They’ve fought to change the perception of the university staff voice to one that is respected and sought after. They’ve fought to be included in committee membership policy to ensure representation. I look forward to continuing this long tradition as we continue to fight for equity for all staff through our policies, through our practices, and through our collective voice.
New Employee Perspective - Aly Catacutan
Academic Department Associate - English Department

I’m very excited for the opportunity to share about my experience as a new employee at UW Oshkosh! I was born and raised in Janesville, Wisconsin, so Oshkosh is completely new to me. I went to school at UW-Stevens Point and graduated in 2015 with a degree in Communication. After graduating, I packed up my things and moved 685 miles south to the Great Smoky Mountains area of Tennessee. While in Tennessee, I jump started my career within the hospitality and tourism industry. I worked as a Marketing Specialist for a lodging company in Gatlinburg and after about a year in that position, I moved on as a Sales and Marketing Manager at an indoor amusement park in Pigeon Forge. During my experience working for an attraction, I was able to learn the ins and out of customer service, sales, event planning and marketing.

Eventually, I felt that it was time to say goodbye to the land of Dolly Parton, moonshine, and bluegrass and return back to Wisconsin. In February 2018, my fiancé, my dogs, and I made the move to Oshkosh and the job search began. After applying for many marketing positions in the area without any luck, I saw the job opening as an Academic Department Associate (ADA) for the English Department and decided to go for it. I loved the idea of being on campus again and being surrounded by a diverse community of students, faculty and staff.

To be honest, I didn’t think my application would go very far. After being rejected over and over again, I had a lot self-doubt. But to my surprise, I landed an interview and was offered the job. It turns out that my background in marketing is what helped me stand out from other candidates. Because of these ambiguous experiences I am able to continue to utilize these skills towards managing projects such as creating a social media page, generate website content, and promote the English Department to current and prospective students. I was thrilled at the idea of building a new skill set in addition to utilizing what I’ve learned over the past few years in marketing.

My first day was the day after Memorial Day and I have to say that starting in the summer had its perks. I spent that time familiarizing myself with the campus and responsibilities of my new role. I was able to get one-on-one training from other departments and learn at my own pace. The most challenging part of starting during summer was the fact that not a lot of people are on campus during that time of year. Additionally, the former ADA left months prior, so I had to figure out how to do a lot of things on my own. Overcoming these challenges forced me to think outside the box and rely on myself in finding a solution. Working independently over the summer helped me realize that I can do this and that I am capable in handling any bumps that might come my way. I feel supported and valued on campus which has allowed my confidence to rise and makes it easy for me to come to work every day. I love being a part of the UWO community and can honestly say that I arrive on campus each morning eager to see what the day brings. I answer with pride when people ask where I work and I am beyond thankful to be a Titan!
The University’s Outstanding Performance Award recognizes exemplary members of the University staff whose activities, accomplishments and service are most deserving of acknowledgement.

- **Susan Jaeke**
  Jaeke is the registration manager in the Registrar’s office. Her passion is mentoring student workers to learn and polish their customer service and leadership skills so they effectively and professionally communicate in their future careers. She just finished her term as University Staff Senate president, during which she helped create a new campus policy approval process and assisted with creating the University Resource Alignment process and Shared Governance Restructuring process.

- **Linda Koon**
  Koon started working at UW Oshkosh in November 2004. In her current role as the Reeve Union office manager, she is often the first person students and guests interact with when visiting the office. She focuses on building relationships with students and staff around campus. Koon coordinates the student employment program within Reeve Union, ensuring that over 120 student employees are properly hired, trained and evaluated annually. She is an active member of the University Staff Professional Development Day planning and facilities committees as well as the staff adviser for Collegiate 4H.
Did you Know?

In an effort to become better acquainted with all three campuses of the UW Oshkosh University we will be sharing some “did you know?” facts in each of the 2018-19 issues of the Newsbreak newsletter.

Did you know that UW Oshkosh handles on average 1718 pieces of mail daily?

- Last year UWO Postal Services received, sorted and delivered 431,241 pieces of incoming First Class mail. Daily average was 1,718 pieces.
- Sent out were 219,987 pieces of bulk mail for the year. Along with this, we inserted 57,852 envelopes, and tabbed an additional 72,188 self-mailers.
- Mailed out were 157,362 pieces of First Class mail, 1,348 UPS packages, and 76 international DHL packages.
- Picked up and delivered were 17,592 pieces of campus mail.
- Between Postal Services and Receiving, we received, sorted, and delivered 17,316 UPS, FedEx, USPS, and private courier packages.

Did you know that UW-Fond du Lac sits on a park-like property that contains a 42 acre parcel of land called the Gottfried Prairie and Arboretum which contains over one mile of walking trails?

- The first 20 acres of the Gottfried prairie were sown in 1993, 6.5 acres in 1994, 11.5 acres in 1996 and the final 4 acres were sown in 2004.
- The source of seeds for these plantings were obtained from local remnants of the original prairies in Fond du Lac County. There are some 80 species of forbes, flowering plants, and 11 species of grasses.
- This restored prairie, was once part of an airport located on the campus site.
- It is managed by a county approved board and maintained by a grounds manager, plus largely by volunteers who have a passion for nature and prairies.
- Almost every year a section of the prairie is burned to mimic the occasional fire that was important to the ecology of the prairie and to prevent woody species from encroaching on the prairie.
 ● Nestled amongst the trees is a council ring inspired by the designs of Jens Jensen, a famous Danish-American landscape architect.

 ● The Gottfried Prairie and Arboretum Board puts on a monthly seminar series on topics ranging from urban planning, photography, to the ecology of blue birds, grasshoppers, and dragonflies.

 ● For more information on events and becoming involved visit, http://gottfriedprairiearboretum.org/

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*Did you know* that the *UW-Fox Valley* property occupies the Barlow Planetarium, the FIRST major planetarium built in Wisconsin?

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 ● In its 20 year history, the Barlow Planetarium has served over 750,000 guests.

 ● Each year it offers over 1000 shows serving 35,000 visitors per year.

 ● Although calling UW-Fox Valley its home, the Barlow Planetarium consistently serves most of northeast Wisconsin including the communities of seven UW campuses: UW-Fox Valley, UW-Oshkosh, UW-Green Bay, UW-Manitowoc, UW-Fond du Lac, UW-Sheboygan, and UW-Marinette. The Barlow has also served schools from other UW campus communities like UW-Madison, UW-Milwaukee, UW-Stevens Point, UW-Eau Claire, UW-Marathon, UW-Marshfield/Wood County and UW-Waukesha.

 ● For the last few years, the Barlow Planetarium has been the most attended university/college planetarium in Midwest.

 ● The Barlow – using a full-color and full-dome laser system – offers seasonal rock music laser programming from October through January.

 ● The existence of the Barlow Planetarium can be connected to the original UW-Fox Valley planetarium that served northeast Wisconsin from 1961 until 1997 (the Spitz A3P projector can be seen on display in the Barlow lobby). That original planetarium (along with many others around Wisconsin and the United States) were built as a response to the launch of Sputnik on October 4, 1957 marking the start of the Space Age!

 ● For more information and events visit, [http://uwfox.uwc.edu/barlow-planetarium/barlow-planetarium](http://uwfox.uwc.edu/barlow-planetarium/barlow-planetarium)
## Employees on the Move

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UW Green Bay Staff Fall 2018 Conference

“This was my first time participating in the 2018 University Staff Fall Conference and it was exhilarating to interact with so many colleagues from the various UW and UW Extension campuses and technical colleges. Through these impactful sessions, I gained valuable insights into how to bring joy into the workplace and in my personal life!”

Jennifer Leichtfuss

“This was my very first conference, and my first time at the University Staff Fall Conference. It was an amazing first experience and it was so much fun meeting colleagues from across the campuses. I was able to learn invaluable information that I can use to not only improve my life outside of work but at work as well.”

Sam Goldben

“I have been interested in attending the UWGB University Staff Conference for several years. At the urging of a colleague, I finally signed up. I am so glad I did! This was a great conference. I was happy to get some time to meet new colleagues and visit with others from my own campus. I came back refreshed and positive that I can apply the things I learned to both my work and home life! Thank you for the opportunity!!”

Lisa Kuberski
Star Award Recipients

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 visit the USS website.

http://uss.uwosh.edu/awards-and-grants/star-award/

August 2018

Michelle Peplow--- UW Oshkosh College of Education & Human Services, University Services Program Associate

Nominated by: Jointly nominated by Eric Brunsell, associate dean, and Lori Kroeger, former assessment coordinator for COEHS.

Nomination excerpts:

Kroeger: “I can think of no more deserving person to receive this award! Michelle joined our College in the summer 2016, taking on the task of rolling out our new Assessment Management System, Tk20. Be assured, that has been no easy task. But, it is one that Michelle has risen to (and beyond). Michelle has gone above and beyond the normal and expected job responsibilities in a multitude of ways. To stand out as exceedingly exceptional.

“The transition to Tk20 has required support for multiple end users, including faculty and staff, students and cooperating teachers. When we first launched Tk20, ALL of these users were new to Tk20. Michelle is the point of contact in the College for all questions, problem solving, and support related to Tk20. Not only does Michelle help everyone with a smile, she does so in a way that is patient and respectful. Knowing that different users learn and seek help in different formats, Michelle has taken it upon herself to create document-based supports, she has produced and recorded a number of short webinars, walking users through various functions of the Tk20 system.”

Brunsell: “Although I have only worked directly with Michelle for the last few weeks, I have been impressed with her ability to explain complex thoughts in an easily digestible manner. ...We are now embarking on a project to better organize and present assessment data in a visual manner that should allow for more efficient analysis. She consistently pushes the boundaries of the capabilities of the tools that we have and explores overlooked options and functions to streamline our work. Lori Kroeger’s comment, “(she) works tirelessly to squeeze every ounce of functionality” from TK20 is spot on. However, what I really appreciate about Michelle is that her expertise is matched with a positive personality that is infectious. She enjoys taking on the tough problems.”

Link to full article: August 2018 Star Award winner
September 2018

Traci Luft---UW Oshkosh Informational Technology (IT), Financial Specialist Senior

Nominated by: Mary Hale, telecommunications specialist for IT.

Luft’s nomination follows:
“During her employment, she has demonstrated a strong commitment to excellence by consistently going beyond expectations for service, process transparency and accountability. In her support role of financial specialist senior, she has been instrumental in the delivery of precision on accounting, procurement, software licensing and human resource support beyond our division.
“As Informational Technology (IT) centralization took place a few years ago, her role as procurement coordinator went from IT only, to serving a critical role to the success of all UW Oshkosh IT projects and service portfolio.

“UW Oshkosh has gone through a great deal of change regarding policy, procedures and procurement controls for all departments. Traci has played a critical role in delivering new information, helping departmental clients through a new realigned procurement process, delivering information regarding new expectations for software licensing, handling of all IT-related procurement efforts, delivering and reporting on managed print services, coordinating all travel reimbursement procedures and delivering on internal customer communication, etc.

Link to full article: September 2018 Star Award winner

October 2018

Kim Bullington---UW Oshkosh Interdisciplinary Studies Program Academic Department Associate

Nominated by: Misty McPhee, associate professor for environmental studies.

Bullington’s nomination follows:
“This is one of those, “Where do I begin?” moments. Kim Bullington deserves this award and much, much more for all that she does for the interdisciplinary studies. Her job is monumental as she supports and manages four separate programs: African American studies (AAS), environmental studies (ES), social justice (SJ), and women’s and gender studies (WAGS). As if this were not enough, Kim goes
above and beyond to support students, help organize campus events, collaborate with other ADAs on campus, and provide a fun and supportive atmosphere in the office.

“It’s often said that working two half-time jobs is far more difficult and time-consuming than working a single job full-time. Kim Bullington, in a sense, works four different half-time jobs. This means that she handles the budget, the cycle of course building, and sets of student needs for each of the four programs, and they all require management in a slightly different way. Kim individualizes her support for each program. For example, for AAS, she is the editor of the monthly newsletter; for ES, she helps students plan the Free School; for SJ, she assists with Social Justice Week; for WAGS, she plans the annual graduation banquet. We all trust her judgment to manage these competing tasks in a way that makes the most sense for her and allows her to keep the office running smoothly and efficiently. A crucial part of this is Kim’s ability to work independently, without needing to be micromanaged.

“It is impossible to quantify or explain the myriad difficulties of coordinating work for four program administrators and four different sets of students (with their four different program requirements). Kim meets these challenges through her amazing ability to manage numerous tasks at once with surprising efficiency.”

Link to full article: October 2018 Star Award winner

November 2018

Angela Burgett---UW Oshkosh Facilities Management, Custodian

Nominated by: Robert Wagoner, associate professor of philosophy.

Burgett’s nomination follows:

“Angie is always very professional, helpful, and ready to assist faculty, staff and students with emergencies. On many occasions, Angie has helped members of the department in ways that go beyond her duties—for example, acquiring boxes, materials, supplies and so on to assist faculty when they are moving out. She works very hard to keep Radford especially clean and she does this very conscientiously—for example, always making sure her deep cleaning does not interfere with faculty and staff activities. She always confers with faculty and staff before breaks (summer, winter) to ensure that she can clean offices, carpets and so on at their convenience.

Angie also takes excellent care of the building outside during the winter—always keeping the snow shoveled and ice cleared off the sidewalks. Angie is always helpful in solving problems on the floor—for example, submitting work orders to Facilities Management for repair and maintenance.

After 17 years of dedicated service, I think Angie is especially deserving of the Star award. Through all the ups and downs on campus, we have always been able to count on Angie—not just for her consistently good work, but also for her cheerful attitude.”

Link to full article: November 2018 Star Award winner
December 2018

Sara Pritzl--UW Oshkosh Office of the Provost and Vice Chancellor, Unit Business Officer

Nominated by: Carmen Faymonville, associate vice chancellor; and Charlie Hill, acting associate vice chancellor.

Pritzl’s nomination follows:
“Sara took on a major work project in preparing this year’s lengthy Higher Learning Commission report, which needed lots of updating after the visit of this accreditation body was cancelled last year. Between February and April, she had to stay after work and come in on weekends to complete the time-intensive work with five criterion chairs and project leader Hill. Sara had to learn the entire process and was responsible for all logistics, online document management and editing. This was way beyond her normal duties and also exceeding her normal scope of responsibilities. She dealt well with the enormous stress this caused and always stayed cheerful and willing to take on even more duties, as they arose.

During fall 2017, there was additional need for Sara to help us out with an extremely confidential project that required review of a lot of sensitive documents and preparing responses to a hearing. This was a project that Sara was trusted with because she is a very reliable and professional person. Essentially, despite this high-priority work, Sara did complete all her other duties on time and with a smile and she has shown in so many ways that she is a team player and a very valuable asset to our office beyond her job description.

Sara is as thoughtful and dedicated as anyone with whom I have worked. She continually generates ideas and looks out for potential problems and possibilities for improvement. For example, both the 10-year accreditation report and the plans for hosting the visiting reviewers will be much improved because of her input. Second, she put in extra hours and an amazing amount of effort and attention into updating our comprehensive report for accreditation this year. Working under intense pressure, she spend countless hours tracking down documents and bits of information and kept the many moving pieces organized in a way that was truly impressive. For both her abilities and her high level of dedication, she is extremely deserving of the STAR award.”

Link to full article: December 2018 Star Award winner
First Ellie Maslowski Memorial University Staff Scholarship Awarded
by Cindy Schultz

Fall 2018 saw the very first Ellie Maslowski Memorial University Staff Scholarship awarded to Corina Van Duser who has worked on campus since Oct., 2016.

Ellie Maslowski was the office manager for the Dean of Students office and was an advocate for fairness and equity. She worked at UW Oshkosh for over 19 years.

In 2001, Maslowski served as the first chair of the newly formed Classified Staff Advisory Council (known today as the University Staff Senate). This Council was the first of its kind in the UW System and inspired other state schools to begin similar programs by including university staff members into university governance.

Friends and colleagues of Maslowski created the scholarship to honor her after her untimely passing in Jan., 2013. Many fundraisers and silent auctions were held to endow this scholarship for university staff members seeking a degree or certification through their studies at UW Oshkosh.

Corina Van Duser is currently employed as a Program Assistant in the McNair Scholars Program.

“I really valued how this scholarship was focused on promoting continued education while being a University Staff member,” stated Van Duser.

After much searching for what she wanted to do, Van Duser met with an adviser in Career Services and realized she wanted to help others with her passion geared toward higher education.

“Given my desire to help people, while working one-on-one with others, counseling seemed like the perfect fit to pursue Students Affairs and College Counseling,” Van Duser said.

Van Duser will receive her master’s degree in Dec., 2018. She hopes to expand her position further in the McNair Program along with possibly serving in another department within an adviser role.

“The sky is the limit!” Van Duser said.
University Staff Senate 2018-19

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Interested in joining one of the committees for the next USPDD event?
Contact one of the following committee chairs below. Hope to see you at our next meeting!

Games: Kristina Mosley, mosley@uwosh.edu

Facilities: Linda Koon, koonl@uwosh.edu

Marketing: Kristy Newton, newtonk@uwosh.edu
Anne Murphy, murphya@uwosh.edu