

**Meeting Minutes**

**April 17, 2019**

**1:00-2:30 pm, Sage Hall 2210**

**Present:** Lisa Goetsch, Rachel Grose, Dana Hartel, Michelle Highley, Fran Holzmann, Theresa Hopp, Sue Jaeke, Ricky Johnson, Jessica Kleier, Lori Knudson, Judy Lloyd, Sarah Martin Kriha, Cindy Schultz, Deanna VanderWielen

**Excused:** Julia Hodgen, Donna Johnson, Laurie Mishleau, Jill Reichenberger, Tracy Schwartz

**Guests:** Alicia Kahl

**SAS Liaison:** Liz Bannenberg

**Admin Liaison:** Shawna Kuether

1. The meeting was called to order at 1:01 p.m. by President Johnson.

2. Approval of the Minutes of March 13, 2019

**MOTION: Kleier/VanderWielen moved to approve the minutes March 13, 2019 as amended.**

3. Committee Reports

a. President's Report – President Johnson reported on the following items:

- i. System Representatives meeting - No report
- ii. Shared Governance Leaders - The meeting was again mostly related to Instructional Academic Staff voting rights and the need for a consensus between the Faculty Senate & Senate of Academic Staff.
- iii. Provost Administrative Staff - They did make a final decision to decouple Interim from the semester, but due to budgetary impacts it will not go into effect until January 2022. Andrew Braatz gave a presentation on capital assets audit, and they were given an update on a recommendation from the compensation committee for the pay plan.
- iv. Leadership Council had a number of policy updates as well as the heads up to some large scale plans for the upcoming sesquicentennial plan for campus in a few years.
- v. Emeritus Policy Update - The committee will meet to prepare the draft that will go to each Senate to begin the feedback stage. The feedback stage is set to begin and then move into the early part of the fall semester. After one more additional feedback request in the fall, it will then move forward for a vote.

b. Treasurer's report:

- i. University Staff Senate: \$ 10,575.45
- ii. University Development & Appreciation Day: \$ 370.90

- iii. University Professional Leadership & Development: \$ 4,753.00
- c. Faculty Senate – Senator Jaeke reported: A Compensation Committee update was shared; they announced they are in the middle of their Senate elections; and their Access Campus faculty reported their appreciation for areas coming to present and share at their campus many of the services the Oshkosh campus has to offer them as well; they are going through policies similar to us; and had reports as normal. It was noted that Dr. Ryan Haley will be presenting the new budget model at an upcoming Provost's Administrative Staff meeting.
- d. Senate of Academic Staff – Liaison Bannenberg reported: Both of the two recent meetings centered mostly around Instructional Academic Staff voting rights
- e. Access Campuses – Senator Holzmann (FDL): Their Foundation held a fundraiser that raised approximately \$34,000 for student scholarships. Financially, the access campuses will be separate for one more year, and then in Fiscal Year 2020-2021 budgets will be merged. They, too, are appreciating the areas coming to their campus to present services and opportunities from the Oshkosh Campus that now are available for them to utilize as well.
- f. Other Committee Reports – Senator VanderWielen reported that the Reeve Advisory Council recently approved 10 new flex farms to be used to grow salad bar ingredients at Reeve. If that goes well, they are looking into more growth opportunities.
- g. USPDD - Registration will be going out tomorrow. There will be a food drive, of which proceeds will go to OSA for students in need. The give away gift this year will be an umbrella.

#### 4. Approval Items

- a. Compensation Committee Recommendation for Pay Plan - Option B (Across the Board distribution) is the recommendation from the committee. Consideration of how pay adjustments are applied was discussed.

**MOTION: Schultz/Hartel moved to approve the recommendation of Option B of the Pay Plan distribution by the Compensation Committee. Passed Unanimously**

**USS 1819-15 The University Staff Senate approved the recommendation of Option B of the Pay Plan distribution by the Compensation Committee.**

- b. Committee on Committee - [3 members] Senators Highley, Jaeke, & Grose volunteered.

**MOTION: Hartel/Kleier moved to approve Senators Highley, Jaeke, & Grose to the Committee on Committees. Passed Unanimously**

**USS 1819-16 The University Staff Senate approved Senators Highley, Jaeke, & Grose to the Committee on Committees.**

c. Veterans Employment Policy [Stage 4 - Recommendation Stage]

**MOTION: Lloyd/Jaeke moved to approve the Veterans Employment Policy. Passed Unanimously**

**USS 1819-17 The University Staff Senate approved the Veterans Employment Policy.**

d. University Staff Senate Bylaws

NO Action Taken

e. Committee Appointments -

1. Search & Screen for the Director of Testing Service - Ruth Picknell
2. Search & Screen for the Director of Equal Opportunity, Equity, and Affirmative Action - Ricky Johnson
3. Awards & Recognition Committee - Gina Schiavone

**MOTION: Hartel/Schultz moved to approve the committee appointments. Passed Unanimously**

**USS 1819-18 The University Staff Senate approved the following committee appointments: (1) Search & Screen for the Director of Testing Service - Ruth Picknell; (2) Search & Screen for the Director of Equal Opportunity, Equity, and Affirmative Action - Ricky Johnson; & (3) Awards & Recognition Committee - Gina Schiavone.**

5. Discussion Items:

- a. University Staff Complaints Policy [Stage 3 - Feedback Stage] - The policy has been through the approval steps necessary and just being updated to reflect the inclusion of the access campuses.
- b. University Staff Grievance Policy [Stage 3 - Feedback Stage} - Another policy that is being updated to reflect the inclusion of the access campuses, as well as take out the procedures to keep them a separate document.
- c. University Staff Layoff Policy - Again, updates to be sure access campuses are included.
- d. Senate Election Results (Elections were held April 11-12) Congratulations to this year's election winner: Academic Affairs: Amy Ready; Student Affairs: Linda Koon; Advancement/Chancellor: Ricky Johnson; & Fond du Lac/Access Campuses: Fran Holzmann. Please encourage Facilities workers to run, as we still have a couple open seats for their division/area.
- e. Reminder: Upcoming elections for the executive committee to be held in June.

6. Announcements from Senators - Senator Gross reminded everyone of the importance of Credit Card for Campus compliance, which includes access campuses.
7. Information Items -
  - a. Length of service luncheon invitations will be going out soon, the date of the event is set for June 11th.
8. Next meeting – April 17, 2019, 1-2:30 p.m. in Sage 2210
9. Adjournment

**MOTION: VanderWeilen/Lloyd moved to adjourn at 1:47 p.m.**

April Dutschek,  
Recording Secretary