

**Meeting Minutes**

January 18, 2023

1-2:30 pm, Microsoft Teams Meeting

Present: Toni Aaron, Ashley Behling, Brooke Berrens, Lauren Burgbacher, Josh Christensen, April Dutscheck, Angelee Hammond, Fran Holzmann, Erin Johnson, Danielle Juan, Jennifer Keso, Kris Kissling, Judy Lloyd, Lisa Mick, Abby O'Neil, Tom Romanowski, Cindy Schultz

Excused: Lesa Jorgensen

Absent:

Guests: Lisa Goetsch, Carolyn Krogman

SAS Liaison: Erin McArthur

Admin Liaison: Shawna Kuether

The meeting was called to order at 1:00 p.m. by President Burgbacher.

1. Guest: Vice Chancellor for HR, Shawna Kuether – Standard Operating Procedures & Pay/Title Progress Updates. VC Kuether went over the new SOP and its details. During the process of TTC, campus was told that compensation would be the next step following the titling piece and guidance would be shared. Now, however, each campus is told they will have to determine this themselves, which means compensation will now be the same as the Pay Plan. The new Standard Operating Procedures will now be what campus uses and the presentation of those new procedures highlighted the following: Compensation objectives; Training & Opportunities; The new TTC compensation structure (Salary Grades Range); Salary Range; Salary Grade Quartiles; Compensation Factors; Terms and Concepts (understanding the difference between equity and parity); Barriers to success; Next steps; and what is HR's role.  
A lengthy discussion was held, on understanding quartiles, pay progression, length of service, huge concerns on low morale, progression only through other campus positions, no longer having title progression in the same role, and ways to work with HR and your supervisor to update your job description when requesting a new title.

2. Approval of the Minutes December 14, 2022

***Minutes stand approved as amended***

3. Committee Reports

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

- The UW System Strategic Plan has been approved
- The UWO Strategic Plan was also finalized and endorsed by all of shared governance.
- PAS – It was announced that we have suspended students ability to declare several majors at the same time, and are working with departments to see what the next steps are.
- The Registrar Search is in full swing
- New Hires included:
  - a. The new Title IX Coordinator, Dr. Rachel Cromheecke, started 12-15-2022
  - b. The new AVC for Research & Innovation and Dean of Graduate Studies, Katheryn Zuckweiler, starts 1-30-2023
  - c. The new COB Dean, Frank Braun, started 1-17-2023

- b. Treasurer's report –
    - i. University Staff Senate: \$ 627.01
    - ii. University Development & Appreciation Day: \$-767.28
    - iii. University Professional Leadership & Development: \$ 4753.00
  - c. Faculty Senate (Mick) – No Report
  - d. Senate of Academic Staff – (McArthur) – At their last meeting, Dean Chung, the new CON dean that started last year, introduced herself to their Senate, and they endorsed the Strategic Plan.
  - e. Access Campuses –
    - Senator Kissling [FOX] – Updates include: They continue to prepare for the spring semester.
    - Senator Holzmann [FDL] – Updates included: Their campus is also working on preparation for spring and getting students registered.
  - f. Other Committee Reports –
    - 1. Senator Berrens - Climate Action committee. They will be hosting listening sessions on Resiliency and other related topics.
    - 2. Senator Schultz – Bylaws Committee: They have met and are making necessary updates to the bylaws. They will come before Senate for approval once they are ready.
4. Action/Approval Items – None
5. Discussion Items [In One Drive for Senators if needed] –
- a. UWS Strategic Online Growth Plan
    - Feedback to President Burgbacher by 2/8/23, submission to UWS by 2/15/23  
President Burgbacher shared the request to Senate and then referred to the document shared with them. Input from campus shared governance can be shared directly with her to be forwarded on.
  - b. Early Stages of Preparation for University Staff Professional Development Day –  
President Burgbacher will be requesting of the Chancellor the annual support he provides and then planning will begin from there.
6. Items from Members -
- a. Senator Mick shared her appreciation for the amazing support and work that the Senate leadership and Senate did for Facilities Grounds and Custodial this past year.
7. Information Items
- a. Welcome new Senator, Josh Christensen
  - b. Senator Pictures for USS Website – Please check the website to be sure your picture is provided, and feel free to send us a new one if you would like it updated.
8. Next Meeting: February 15, 2023
9. Adjournment

**Meeting adjourned at 2:17 p.m.** April Dutschek, Recording Secretary